

CONTIGUITY PARTNERS

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JODI RILOT

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Organisations that invest in coaching know that giving Senior Leaders dedicated time to think is transformational. Coaching sessions are often the one place where Senior Leaders feel free to think out loud without fear of judgement or repercussion. Jodi challenges clients' thinking and helps to raise self-awareness, consider issues from different perspectives and to identify patterns and underlying causes.

Jodi's coaching clients describe her as compassionate and challenging. She came to coaching after a 20-year career in management consultancy and organisation development. This gives her work a commercial edge. Her approach considers the client's role, the organisational context and the individual's strengths, motivations, and aspirations. Jodi established her career with Andersen Consulting (Accenture), leading change programmes for 10 years for clients such as BT, Barclays, Department of Work and Pensions and L&G. She specialised in change management, helping clients to manage the impact of change on people and culture.

Jodi went on to join an in-house organisation effectiveness team at BAA, British Airports Authority. Here she built experience in construction-driven change (Terminal 5), restructuring, talent management and leadership development, succession planning, performance management and employee engagement. In her time at the Football Association, Jodi shaped the CEO's Football First culture change agenda.

Jodi has also held senior leadership positions at ITV, (HR Director, Transformation) focussing on the employee engagement aspects of the CEO's transformation agenda and at Openreach, BT (Director of People and Change). Here she shaped culture change and leadership programmes. In her last two years at BT, Jodi coached selected members of the senior leadership team (top 100). The Openreach CEO invited Jodi to be team coach to the ExCo, which included both off-site development events and weekly attendance at ExCo meetings.

Jodi is as comfortable with large group facilitation at conferences and with team coaching as she is with one to one coaching. Grounded in a strong belief in the client's capability, Jodi's style is down-to-earth, caring, firm yet friendly. She has a solid grounding in leadership development theory, however her focus remains on practical application in the commercial context. She reads widely on personal and team development and enjoys sharing insights with her clients. As a team coach, Jodi has been described as bringing "sunshine and grit".

Education, Qualifications, Professional Memberships

- ACC accredited coach with the ICF, International Coaching Federation
- EMCC (European Mentoring and Coaching Council) Certificate of Coach Mentoring
- Accredited Hogan practitioner
- Accredited Emotional Intelligence Profile practitioner, JCA Global
- BA Hons Marketing and Modern Languages, University of Lancaster