

Richard Tarran, MVO

I am a Senior Executive Coach and Leadership Development professional whose unique skills are based on working at the highest levels of business, the military and government. I have extensive experience as a coach and coupled with my prior career experiences this has allowed me to assist in enhancing performance in senior teams and leaders globally for over 20 years.



Background

My career can be split into two parts, initially as a Marine Engineer Officer in The Royal Navy for 16 years followed by 23 years as a soft skills trainer, facilitator and coach. In addition, I am a qualified mountain leader who leads expeditions, adventures and development experiences in the outdoors, always with a coaching style. As a military officer I managed technical staff in challenging environments. My responsibility was to keep a small 'town' safely operating on a rolling sea and at the same time focusing on and nurturing the personal development and welfare of my constantly changing team. I also had several non-technical roles including graduate recruiting, intelligence and working as a PA (Equerry) to a very senior member of the UK Royal Family. One of my later overseas expeditions was responsible for the personal development of an heir to the throne.

My Coaching style

My understanding is that effective coaching is designed to facilitate the creation or development of personal, professional and business goals and the development or implementation of plans for achieving those goals. I believe that it is a comprehensive process that may involve all areas of one's life.

My aim is to increase the probability of someone building upon their strengths and reaching outcomes under their own steam. To enable this, I help them create and find more doors through or ways around any barriers. They then can open the door and it is their choice to decide to go through it. In this way they have control and ownership of any outcomes and can develop useful strategies for use in other situations that may arise. I adopt a very flexible and varied approach without necessarily the need for intricate tools. I ask stimulating questions in order to help the client think from different perspectives or frames. My questioning may at times be stretching to enable the client to discover more. It is not about my pearls of wisdom.

Experience

As a senior coaching practitioner with hundreds of hours of logged executive coaching experience this is my principle line of work. I do also deliver and facilitate leadership, team and personal development work which contributes to my ability as a coach. I have coached all the competing skippers in a Round the World Yacht Race to help them stay resilient in the face of the sustained stresses of competition and management. I also act as Mentor helping people who are aiming to reboot their lives and on a pro bono basis for recently rehoused members of a hopeless charity aiming to set up their own businesses.

I am a Coaching Supervisor helping other coaches reflect on experiences and develop their practices. More recently I have been developing my skills in coaching business clients with autism.

Sectors

My experience includes blue chips and SMEs globally in finance, legal, intellectual property, insurance, risk management, oil and gas, construction services, project management, high street retail, logistics, defence, the public sector, health, charity sector and several aid agencies.

Qualifications

- Senior Practitioner with the European Mentoring and Coaching Council (EMCC)
- EQA Certificate in Performance Coaching
- Certified Mindgym Proforma Coach
- Certified Coach Practitioner (INLPTA)

- Neuro-Linguistic Programming (NLP) Master Practitioner
- Myers Briggs (MBTI) Accredited Trainer (OPP)
- Strength Deployment Inventory (SDI 2.0) Qualified & Certified
- SDI 2.0 Core Strengths Partner
- Human Factors in Safety Critical Organisations - Certified Trainer
- Team Management Systems (TMS) Development Accredited
- Leadership Practices Inventory (LPI) Certified
- Former Fellow of the Institute of Marine Engineers (Highest level) (Chartered Engineer status)
- Marine Engineer Officer Certificate of Competence
- Mountain Leader Award (Summer) MLTB Ref. 110751
- British Canoe Union Coaching Award
- Professional Practitioner of The Institute for Outdoor Learning (IOL)
- Accredited Practitioner of the Institute for Outdoor Learning (APIOL)
- DBS cleared and First Aid Qualified (16 hrs every 3 years)
- BSc Hons in Mechanical Engineering

Decorations

- 1999 Member of The Victorian Order (MVO) presented by Her Majesty The Queen
- 1993 NATO Medal (Former Yugoslavia)
- 1991 Gulf Medal

Recent Testimonials

As Managing Partner in a professional services firm, I recognised I needed executive coaching to help me be more effective in terms of influencing my fellow partners and getting the best out of them. I have worked with Richard Tarran for 2 years now and found the sessions with him to be highly effective. I enjoy his approachable style. To be able to influence others you first have to understand yourself, and Richard has been instrumental in getting me to see how important this is. Equally, building an understanding of what other people value has been the key to success in terms of developing a shared understanding of the firm's longer term vision and strategy. Richard has made a real difference at a personal level and as a consequence, to the success of the business.

Peter Finnie, Partner - UK & European Patent Attorney at Potter Clarkson LLP - Intellectual Property

Having never worked with a coach before, I didn't know what to expect. But having worked with Richard, I can't recommend it enough. He totally "got" the whole legal environment, including the challenges sometimes experienced by women in the profession and how dynamics with their male counterparts can sometimes be tricky. He challenged me to think differently/creatively and, most importantly, helped me to realise that I didn't need to feel trapped and that it was in my power to change things. It felt very empowering and, although at times scary, it's had a hugely positive impact on my life.

Rowena Tolley, Partner / Chartered Trade Mark Attorney at Kilburn & Strobe

The Coach was able to help me analyse a situation from multiple perspectives on a number of occasions, and greatly improve my self-reflection and understanding of the issues. Additionally, the approach on a number of occasions helped me understand what was causing stress, greatly helping to improve my well-being and overall approach to a situation.

Intellectual Property Equity Partner

Hello. Just wanted to let you know I had my interview today and have been given the position at [xx]. I really appreciated our phone conversation on Friday and think it was a big help in bringing my strengths to the forefront of my mind in preparation, as well as the video call tips you provided. Also, thank you in general for being a top-notch mentor to me this past year or so. You've helped me mentally throughout a lot of ever changing situations, and I know our conversations have been a big part of my successes since we met. Thanks again. *Electrician*