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What Executive Coaching with Dr. Suzanne Doyle looks like

You've worked hard, you've had successes - but most importantly, you want to grow further and improve. As your coach, it's my role to help you evolve further towards who you *want to be* at the end of the coaching.

I have over 2700 hours of executive coaching experience and am credentialed by the International Coach Federation - the largest industry body from professional coaches. My certification with the ICF also means I adhere to their professional Code of Professional Conduct and Ethics and if any conflicts of interest arise or issues for which I'm not trained, I may need to step aside or recommend another coach or professional. Adhering to best practice, I also undertake regular supervision with a coaching supervisor.

It's my job to hold you accountable for the actions you'd like to take and hold a safe space for you to spend time on the strategy that will get you where you need to be. I'll brainstorm with you, share what has worked for some of my clients, but most importantly *you* drive the sessions and you'll determine your own best answers. *You* are the expert, it's just my job to hold the process, via observations, questions and reflections back to you, all to get you where you want to be.

I'm an objective outsider, so have no agenda for 'what's best for you' in a way your family, friends and often colleagues - well intentioned as they are, all do.

My sole responsibility is to help you find, articulate and then act upon your agenda with complete clarity and proactivity.

The sessions are taken at a pace to suit you over a time limit agreed with Dr Doyle-Morris.
Sessions are not to be broken down in less than 1 hour increments.



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Terms & Conditions for Coachee of Executive Coaching

1. The client calls the coach at the agreed times on +44(01333) 312111 or connects via the video link.
2. Sessions start from the diary time, even if the client calls in late. Calls that are missed by the client, *without prior notification* cannot be rescheduled.
3. We do require 48 hours notice for rescheduling unless there is an emergency! These we can work around.
4. After initial chemistry call, fees are paid in advance before any sessions are undertaken. The rate is exclusive of VAT (only payable if client is in the UK) , and can be paid via BACS if in the UK or via credit card (PayPal)if the client is out of the UK. Let us know your preference.
5. We positively encourage that you call or email us between sessions if you are stuck, confused, challenged or just want to share a success! We do usually ask that these interim calls be kept to 5-10 minutes. Thank you.
6. In addition to any commitments to action that you choose to make after each session, you and your coach will agree to any homework you'd like to undertake before the next session – this is always up for negotiation! You can say yes, no or barter!
7. Your confidentiality is vital and your coach will never discuss or impart information about you to anyone else. The coach will keep your contact details and the number of sessions for accreditation records as required by the International Coaching Federation, the main regulatory body of the industry. This information is kept in accordance with the Data Protection Act.
8. Your coach will never use information given by you during a coaching session for her own benefit.
9. Your coach may give you their perspective on your situation, and may help to provide a selection of approaches to any one situation. The nature of this is that it is up to the client to take action (or not) based on a summing up of the discussion. The coach accepts no liabilities for the consequences of action or inaction on the part of the client.
10. Please note that your Coach is not qualified to give specific legal or financial advice. Please be aware that this is a coaching relationship, designed to support you in finding your own options and that any suggestions given are based on helping you to make your own decisions and should not be taken as authoritative or as advice. Whether the subject matter is financial, health, or any otherwise, please always seek advice from relevant qualified professionals before taking action.

Coach's Signature & Date

Coachee's Signature, Date & Tel. Number

Postal address for invoicing



What my clients say

Suzanne was instrumental in preparing and coaching me through my MD promotion process. A very stressful six months was made much easier with the support of Suzanne.

Victoria Hyde
MD, Barclays International Business

Coaching with Suzanne has had a truly positive impact on my career. I have dramatically increased the impact that I make in the work-place, developed a new-found self-confidence and achieved my goal of promotion.

Joanne Munck PhD
Associate Director,
Astex Pharmaceuticals

I've had three separate job offers this year that I'm sure are linked to the invaluable support and guidance from Suzanne, she is fantastic at unlocking potential and helping you stay focused on the end game.

Kate Southwell Senior Legal Counsel at Pala Investments

Suzanne has had a hugely positive influence on my career over the past decade. She's helped me get to grips with 4 different roles. Suzanne has fantastic listening skills and a fun use of creative analogies. I'd highly recommend her services.

Tanya Morton PhD Chief Operating Officer at Sparx

I called Suzanne because I felt hopeless in my role. Suzanne helped me re-orient my focus and a competitor offered me an expanded new role within seven months. Thanks to Suzanne's guidance, I entered my new firm perceived as a top performer, and I am currently viewed as a top expert in my field. So much for underperformance – THANK YOU, Suzanne!

Kay Hope Director at Bank of America

Our time together was transformational and I now routinely recommend her to other professional women looking to get ahead.

Natasha Harrison
Partner, Boies Schiller Flexner



Starting point questions for self-evaluation

Suzanne Doyle-Morris, PhD
of IncludIQ

Please fill in and email before your first session

1. What would you like to be different by the end of the coaching?

2. If those changes happened for you - who would notice?

3. What behaviours would they see?

4. Why is NOW the right time to start coaching?

5. Who else needs to be involved in make these changes happen? And how?



Your Top Values

Select the 3 most important values to you.
And now, if you could only live by one of those 3 values -
which one would it be?

Achievement
Authenticity
Balance
Collaboration
Connection
Compassion
Courage
Creativity
Excellence
Ethics
Faith
Freedom
Happiness

Harmony
Health
Humour
Integrity
Justice
Learning
Loyalty
Power
Reliability
Security
Transformation
Trust
Wealth