

**Jan Childs**  
**Managing Director, EQ4U Ltd**

Jan is driven by a passionate belief in the value of emotional intelligence (EQ) to both our business and personal lives and is committed to the development of effective leadership and teamwork. Coaching clients include directors and senior managers from both the commercial and public sector, including senior officers in the police and armed services.



**Client organisations include:**

Arden Group Ltd  
Claremont Automatics  
CPM (Waterman plc)  
Delta plc  
Global Solutions Ltd  
Network Midlands  
NHS Executive  
Northern Birmingham Community NHS Trust  
Royal Air Force  
Sandwell Training & Enterprise Council  
Shropshire County Council  
West Mercia Constabulary  
West Midlands Probation Service

**Coaching experience includes:**

- Leadership and team coaching for senior RAF officers as a key element of an EQ leadership and team development programme.
- One to one coaching support integrated with team development as part of a programme for a commercial sector client's senior management team responsible for quality service provision within a £1B plus major relocation project.
- Public sector senior management team development focused on supporting the team to work more effectively together in defining clearer organisational vision, more effective relationships between individual team members and a more effective strategic planning process.

- Coaching support for delegates working towards achievement of Strategic Management NVQ level 5 qualification.
- Team and individual coaching support for a board of directors going through a period of significant organisational growth and change.

**Accomplishments**

Author of '*Understanding Emotional Intelligence in 90 Minutes*', and co-author of '*MINDCHANGE – the power of emotionally intelligent leadership*', plus papers on leadership and emotional intelligence published in professional journals. Conference presentations include: IMC, CIMA, NHS, ILM, Royal Air Force & UK Defence Academy. Presenter on EQ Leadership for Einstein Network, Channel 4 Television.

**Previous Experience**

Jan spent 10 years in management development roles in both the commercial and public sector prior to starting consultancy practice in 1994. These incorporated leadership and management development for senior managers, including coaching Clinical Directors for their role requirements within the (then) newly formed NHS Trusts.

**Education, Qualifications & Professional**

MA in Human Resource Management (research topic – self directed teams). Chartered Fellow, CIPD; Fellow of the Institute of Business Consulting (FIBC) and Certified Management Consultant (CMC); former Director & Council Member, IMC; former CPD Advisor, Hereford & Worcester CIPD; Assessor, European Business Excellence Model.