



EXECUTIVE COACH, MENTOR & FACILITATOR

AREAS OF EXPERTISE

- Executive coaching
- Career coaching
- Team coaching
- Developmental coaching
- Leadership development
- Organisational change
- Mentoring
- Facilitation

INDUSTRY EXPERIENCE

- Health and social care
- Healthcare regulation
- Healthcare improvement
- Clinical education
- Clinical research

PROFESSIONAL EXPERIENCE

- National Health Service
- System transformation
- Performance improvement
- Learning and development
- Executive Chief Nursing Officer
- Improvement methodology

EDUCATION

- PhD – University of Aston
- BSc - Applied and Human Biology
- ICF ACC & PCC - Bailey Balfour

Mercia is the CEO and Founder of Dr M K Spare Coaching and has dedicated her professional life to supporting organisations and leaders through personal, professional and complex organisational transitions. She works extensively with individuals and teams to support delivery of organisational objectives and the personal growth of her coachees, with a focus on how frontline leaders and leadership teams operate effectively within complex systems. Mercia is a professional nurse with almost 40 years' experience in delivering, developing and leading within healthcare and healthcare improvement.

Mercia has worked both in organisations and as an independent consultant and coach within various sectors including health and social care and education.

Organisations that she has worked with include Department of Health and Social Care, Care Quality Commission, NHS Trust Development Authority, NHS Improvement, Prime Ministers Delivery Unit (PMDU), Northern Ireland Strategic Delivery Unit and a number of health and social care trusts (NI), NHS and Foundation Trusts (England).

Mercia commenced her career as a nurse, working at all levels and with all sectors of health and social care. With her most recent role as executive CNO she is continuing to follow her passion for people development by using her wide experience to focus on coaching organisations, teams and individuals to achieve personal and cultural transformation.

In her time with Department of Health and Social Care, Mercia was responsible for developing and leading a national programme of improvement for renal services resulting in a 50% reduction in MRSA blood stream infections. The successful application of improvement methodology was achieved through coaching and compassionate leadership.

Mercia's coaching and facilitation practice today centers on coaching senior executives, frontline leaders and working with leadership teams in health and social care to develop their collective effectiveness as leaders of integrated teams.

Mercia endeavors to help her clients gain insight into their behavior, their impact and their possibilities for change through robust challenge, being open and honest and giving direct feedback from a foundation of deep empathy.