

## At the Top, and Truly on Your Own?

*Executive coaching for leaders who want to lead better — and think more clearly about what that means*

There is a particular kind of loneliness that comes with senior leadership. Not the absence of people — most executives are surrounded by them — but the absence of anyone you can truly think out loud with. Someone who will challenge you without an agenda, listen without wanting something from you, and tell you what they honestly see.

That is what executive coaching, done well, offers. And it is what I have been providing to leaders across education, the public sector, and beyond for more than twenty years.

*The most effective leaders I have worked with are not those who have all the answers. They are the ones who have learned to ask better questions — of their organisations, and of themselves.*

### Who I Work With

I work with senior leaders and executives at significant inflection points: newly appointed chief executives and headteachers finding their feet in a role bigger than any they have held before; experienced leaders whose effectiveness has plateaued and who know, privately, that something needs to shift; directors and senior managers navigating board relationships, organisational politics, or the particular pressures of leading through uncertainty and change.

Many of my executive clients work in education — multi-academy trust chief executives, headteachers, and senior leaders in schools and further education. Others come from local government, the third sector, and professional services. What they share is not their sector. It is the weight of accountability, the complexity of the relationships they must navigate, and a genuine desire to lead with more intention.

### What Makes Executive Coaching Different

Executive coaching is not coaching with a more impressive job title attached. The stakes, the complexity, and the specific demands of the work are different in kind, not just degree.

At senior levels, most of the problems worth solving are not technical. They are adaptive — they require leaders to change the way they think, not simply acquire a new skill. An executive who consistently avoids difficult conversations is not suffering from a knowledge deficit. A CEO who micromanages under pressure does not need a time-management tool. These patterns are rooted in beliefs, values, and ways of making sense of the world that took years to form and will not shift without serious, sustained work.

That is the territory executive coaching inhabits. And it requires a practitioner who is genuinely comfortable there — not just in possession of a coaching qualification, but with the experience, the psychological grounding, and the willingness to engage honestly with what is actually going on.

### What I Bring

My background gives me a particular kind of credibility with senior leaders. I have been a deputy headteacher, a local government officer, and a leader of teams and institutions. I understand the reality of executive life from the inside — the pressure of high-stakes decisions made on insufficient information, the visibility and scrutiny that comes with the role, the difficulty of maintaining clarity and humanity when the organisation is under strain.

# Clear Path Development

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## *Executive Coaching*

Alongside that experience, I hold formal training in psychology and draw on a range of evidence-based frameworks: Motivational Interviewing, Transactional Analysis, the Inner Development Goals framework, and insights from adult development theory and neuroscience. I deploy these not as models to be imposed but as tools — selected because they illuminate what a particular client, in a particular situation, most needs to see.

I am direct. I am not there to reassure you or confirm what you already think. But I am also genuinely invested in your development — and that combination, in my experience, is what produces the most durable and meaningful change.

## What Clients Gain

Executives I have worked with have:

- Developed a sharper, more coherent sense of their own leadership identity and values
- Rebuilt confidence and decisiveness after a period of difficulty, setback, or self-doubt
- Learned to manage upwards, sideways, and downwards with greater skill and intentionality
- Navigated board dynamics, stakeholder complexity, and organisational politics more effectively
- Shifted from reactive, pressure-driven leadership to a more considered and strategic stance
- Confronted and moved through long-standing patterns — avoidance, perfectionism, overcontrol — that had become liabilities at scale
- Led their organisations through significant change with greater clarity, composure, and credibility

*Leadership at the highest level is not about having more authority. It is about having a clearer sense of who you are and what you stand for — and the courage to lead from that place.*

## A Confidential, Rigorous, and Genuinely Human Process

Executive coaching with Clear Path Development is conducted in strict confidence. It is structured, honest, and unhurried — built around your agenda, your pace, and the specific demands of your context.

It is also, I hope, a relationship in which you feel genuinely seen. Not as a role, or a set of competencies to be developed, but as a whole person navigating a demanding and often isolating position.

If that is what you are looking for, I would welcome the conversation.

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