



## John Earls

John is an experienced workplace psychologist, executive coach and facilitator. He is currently researching a PHD into how to prevent and treat burnout through developing mental toughness and resilience. John's area of specialism is developing a person to perform to their best through the growth of mental toughness and development of emotional agility. John has experience working in and training within Board and Director level, senior and middle manager levels across medium and large organisations both in the UK and internationally. John is an expert in success having ran a range of companies in the legal, finance and IT sectors in the position of director.

John works at executive and leadership levels with a wide variety of corporate and private clients in Europe, Asia and the Middle East. For these clients, he facilitates performance developing training, resilience programmes, and career coaching. He is also a qualified business coach offering strategic, financial, and marketing coaching to corporations at all levels. John's approach reflects his technical project background, his focus is on pragmatism and practicality. John challenges the status-quo and works with clients to devise simple, practical solutions which are ready for immediate implementation.

John's psychological background enables him to blend human behavioural change with system and process changes to ensure that targeted business results are achieved. John's approach is to support leaders to re-frame perceived problems and generate agreed simple goals and solutions. He places great emphasis on tracking and measuring change, both in behaviour and systems. John is known for 'seeing the wood from the trees' and his honest, challenging, and supportive style make him an excellent sounding board and impactful coach.

### Operational Experience

Middle and Senior Manager for:

- Large software company
- Legal 500 Law Firm
- International construction company

Director for:

- Financial institute.

### Qualifications

- Business Psychologist
- Business Coach
- P.h.d Workplace Resilience & Burnout (In Progress)
- Msc Psychology, Mindfulness, Compassion
- Mindfulness Practitioner
- Qualified Personal trainer, sports therapist, pilates & yoga teacher.

### Specialisms:

- 1:1 coaching for Board, executives, MDs, leaders and middle managers
- Performance coaching for leaders
- Resilience coaching for leaders
- Burnout prevention and cure for leaders
- Facilitating workshops on workplace psychology
- Developing and running workplace psychological interventions Building impact and influence to get results
- Developing and running workplace mindfulness, resiliency and burnout courses
- Challenging behaviours supportively and objectively to enable positive change
- Facilitating coaching development programmes.
- Facilitation of physical exercise courses for companies
- Enabling behaviours to cope with the changes and demands of fast-paced, high pressured situations.
- Facilitating leadership & management development programmes at all level
- Experiential learning delivery
- Personal effectiveness for talent pools
- Facilitating MTQ feedback and co-creating development plans.

### Examples of clients Gindrinker has worked with:

NHS, BT, Coventry University, HSBC, Santander, The Co-op, Kent County Council, Cardiff Council, Coventry County Council, NFU, Everyone Active, The Lear Corporation, WS Atkins, Penmans Solicitors, Irwin Mitchell Solicitors, Slater and Gordon, Delissa Miller, HBJ Gately Waring Solicitors, VetsVPets, Companion Care, LPS.

### Additional Expertise:

John bought, developed and sold his own litigation and intelligence businesses. This process gave John first-hand experience of the everyday financial, logistical and commercial complexities of business in a competitive and fast-paced environment. The real-world commercial acumen gained gives John great insights from which his clients benefit.