

Summary

Jeremy Gadd from J Gadd Associates (JGA) worked with Jon Spiers over the course of a year, meeting every couple of months for up to three hours at a time, as part of JGA's Real Community Support (RCS).

For RCS, each year JGA adopt a charity for which Jeremy provides probono strategic or developmental coaching/mentoring support.



About Autistica

Autistica is the UK's leading autism research charity with a vision to create along, healthy, happy life for autistic people and their families. It harnesses the potential of cutting-edge science to improve the lives of everyone affected by autism by funding and promoting groundbreaking medical research, improving understanding of autism and advancing new therapies and interventions.

Contact us to explore how J Gadd Associates can help you:

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WORKING TOGETHER



Jon Spiers, CEO of autism research charity Autistica,
discovers the value of working with an independent coach

WORKING TOGETHER

AUTISTICA

Building brighter futures through autism research



“Jeremy’s supportive and warm style is underpinned by a sharp and analytical mind: a great combination!

Through our conversations, I learned a huge amount about myself. I’d recommend him very highly indeed.”

Jon Spiers, CEO of leading autism research charity Autistica, reveals how both he personally and the charity benefitted from J Gadd Associates’ Real Community Support

A tight coaching relationship

“It’s a cliché but it can sometimes be lonely being the chief executive because you have to think about things on your own. I first met Jeremy at a good time: I was wrestling with some strategic questions and it was helpful to talk it through with someone who did not inhabit our world, who was not caught up in the day-today business. He didn’t know the people involved, which can often cloud our thoughts.”

“At an early session we set ourselves a rough outline based on what was top of my mind: how to lead a process of looking at what the organisation does and its place in the charity sector. This outline morphed and changed as the sessions progressed and we got to know each other. When we started I did not appreciate that it would turn out that both me and the charity would benefit. It was a tight coaching relationship.”

The lightbulbs moments

“Jeremy was good at helping me to see that what looked like separate questions were actually all linked. I may have got there on my own but it would have taken a lot longer. He was adept at helping me to take that step back and see the common threads, accelerating my thinking and finding common solutions.”

“He helped me think not just about the solution but how I could sell it to other groups of people, such as the staff or the charity’s trustees. He helped me to reflect on the solution itself and how it would be interpreted. We talked this through, rehearsing conversations and responses. As an organisation we take a collaborative approach and Jeremy was on board with the way we work.”



Tangible outputs

“Through the coaching and mentoring support, I was able to set a number of short-term strategic issues in train, such as recruiting a new director of fundraising, creating space for the trustees to discuss strategic issues and thinking about career development for my senior team.”

“We also explored much bigger issues, such as the way the charity exists today and what we’d be doing in the future... existential questions, such as: is the way the charity works today fit for purpose? Autistica has begun to explore a number of bold, new directions, all of which are crucial to improving the lives of the people we serve.”

Reflections on coaching

“There was great value in understanding myself and my attitudes to change and the priorities I place from day to day, helping me to look at the big things. A lot of my key takeaways were about how I respond to change and that was where an independent coach really helped.”

“Working with Jeremy has been immensely rewarding and productive. It was a really positive experience and I am grateful to Jeremy for what he did. It is great to see his business giving support in this way.”

JGA roles



Senior leadership mentoring



Improve communication & collaboration



Engagement: supporting internal and external comms