

# Transformational Leadership Tools

- **Capability Assessments**
- **Critical Skills Development**
- **Culture Change**
- **Transformation**
- **Adaptive Leadership**



**POWERED BY  
PURPOSE & VALUES**

Geoff Martin, ThinkBig HR

## Why Diagnostics?

**Self-awareness is one of the key topics that Geoff Martin focuses on.**

**There's a reason for this, because self-awareness is the trigger for personal progress. People will continue to do things the same way they always have if they don't take the first step of realisation.**

**Emotionally intelligent people are acutely self-aware. They are able to control their emotions as a result of this awareness, and move to transform their thoughts, behaviours and translating to impact and performance.**

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- **Manager/Stakeholder Feedback** Critical component of diagnostics, and the foundation baseline at the beginning of the coaching assignment

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  - **Third Party Diagnostic Tools** Geoff Martin is accredited in the Barrett Values Individual and Cultural Assessment Tools and the i4 Neuroleadership Multirater and Hogan 360 Degree Leadership Multirater

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  - **Coachee Observations** Desire to shift thoughts and behaviours with an end goal in mind. Open to awareness as first step in change.

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  - **Coach Observations** Listening and asking the right questions allows Geoff to ' playback' insights and rich data
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## Hogan 360 Degree Multi-Rater Tool



### Benchmarking your score

By researching the results of thousands of managers, the benchmarking cutoffs are as follows:

Percentile	10th	25th	50th	75th	90th
Mean	5.0	5.4	5.7	5.9	6.2

### 50 Questions - 20 minutes investment in time.

The Hogan 360° assessment is a powerful multi-rater feedback tool for leaders with a comprehensive view of their performance, as seen by their managers, peers, direct reports, and others. Grounded in the renowned Hogan personality framework, it goes beyond surface-level feedback to uncover how a leader's behaviours impact workplace effectiveness, team culture, and business outcomes.

By highlighting both strengths and development areas, the Hogan 360° empowers leaders with actionable insights to enhance self-awareness, improve interpersonal effectiveness, and drive meaningful performance improvement aligned with organisational goals.

**Self-Management** refers to personal awareness, self-regulation, stress management, resilience, transparency and authenticity. It describes the process of managing one's emotions maturely to achieve the best outcomes. It may require positive self-talk and recovery periods to fuel peak performance in turbulent times and avoiding burn out. Successful self-management requires management of yourself and taking care of your brand and reputation.

**Working in the Business** refers to having the experience, capability and efficiency to consistently deliver great results. It requires having the energy, passion and competitive drive to stay in the performance zone. Success in this area can involve smarter prioritisation of work, more delegation, better time management and more effective goal setting. It is about achieving service and operational excellence in a timely, efficient manner.

**Relationship Management** refers to the ability to achieve better results through better relationships. It is about getting along with others in order to get ahead. It can involve the ability to build trusting, loyal relationships with stakeholders to support retention and performance. Successful relationship management requires recognition that your own level of performance relies on the performance of your team, which in turn relies on their engagement.

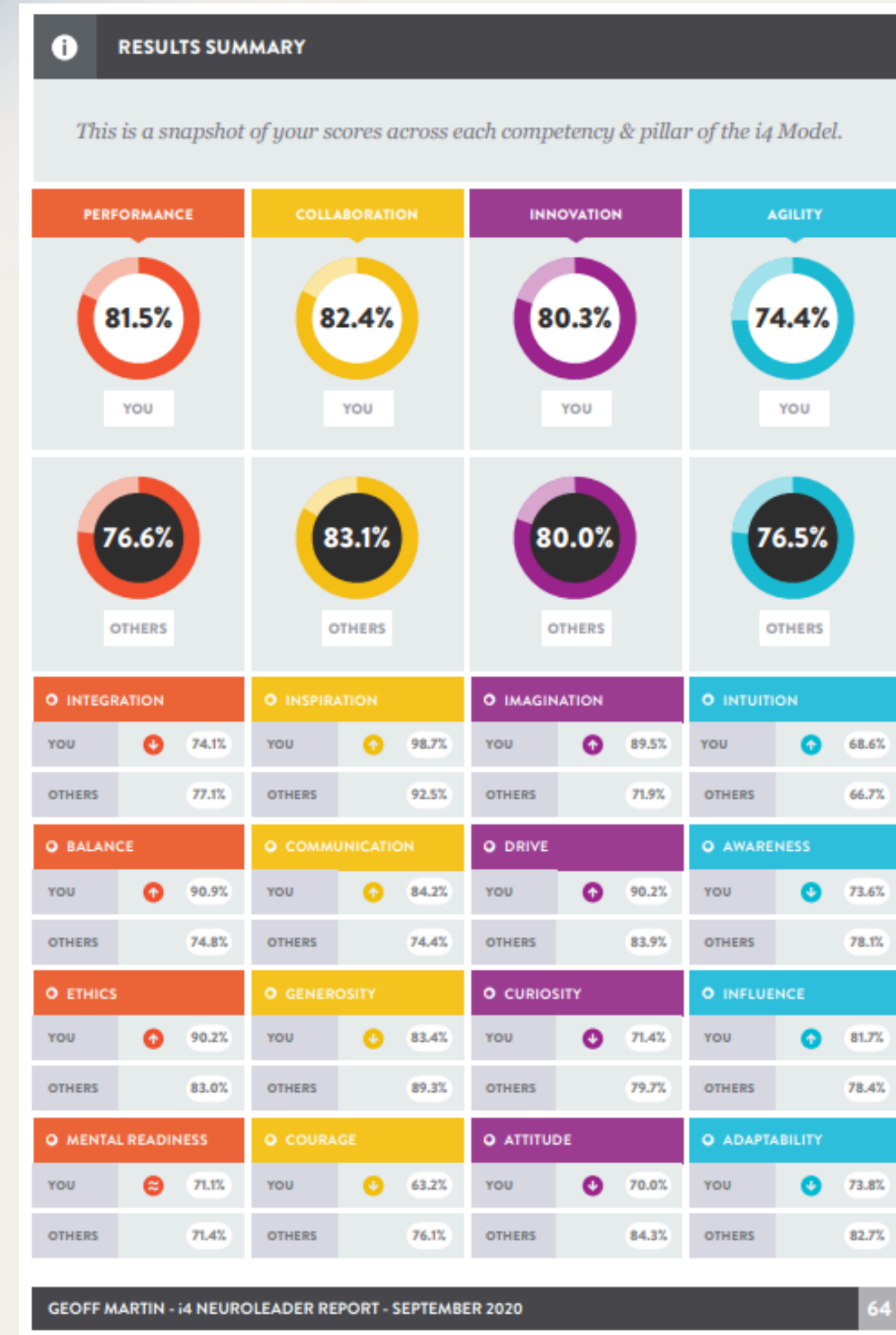
**Working on the Business** refers to adding extra value through innovation and strategic planning, and building motivated, accountable teams. Success in this area can involve long-term planning to achieve competitive advantage and delivering results through high-performing cultures. Leading change requires spending more time on the business, having a planning cycle, conducting regular planning reviews, and challenging poor performers.

## i4 Neuroleader 360 Degree Tool

128 Questions -across 4 Holistic Competencies

The i4 Neuroleader Assessment, developed by About my Brain Institute, is a neuroscience-based leadership tool designed to measure and develop the key traits required for effective, future-ready leadership in the 21st century. Focusing on four core competencies—Performance, Collaboration, Innovation, and Agility—the tool provides a holistic view of a leader's brain and body integration, mindset, and emotional regulation. Through self and multi-rater feedback, it uncovers strengths and blind spots, helping individuals enhance their cognitive fitness, emotional intelligence, and adaptability.

The result is more conscious, resilient, and innovative leaders who can navigate complexity, inspire others, and drive sustainable performance. A must when looking for Innovative Leadership.



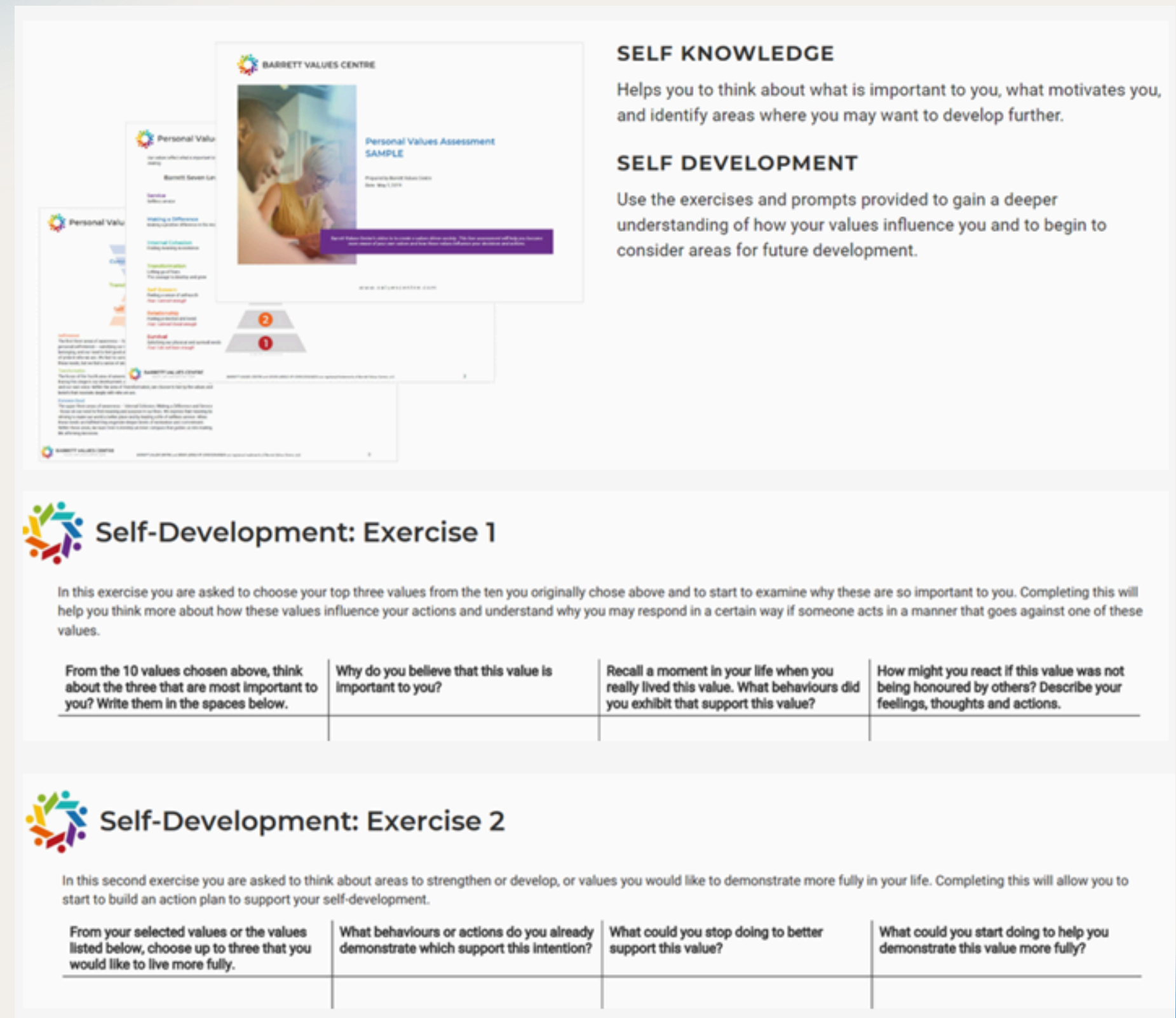
## Barrett Individual Values' Assessment

10 Top Values Chosen from a List of 66 distinct values and behaviours

The Barrett Model is the breakthrough work of Richard Barrett. Inspired by Abraham Maslow's Hierarchy of Needs and tested over more than two decades of real-world experience with thousands of organisations, the model identifies the seven areas that comprise human motivations. These range from basic survival at one end, to service and concern for future generations at the other.

It provides a proven and extraordinarily useful map for understanding the values of your employees, leaders, and stakeholders. Barrett Value Centre's Seven Levels of Consciousness services help an organisation's leaders to grow and develop by learning to master seven specific levels of personal consciousness.

These tools also aggregate to form culture diagnostic tools.



**SELF KNOWLEDGE**  
Helps you to think about what is important to you, what motivates you, and identify areas where you may want to develop further.

**SELF DEVELOPMENT**  
Use the exercises and prompts provided to gain a deeper understanding of how your values influence you and to begin to consider areas for future development.

### Self-Development: Exercise 1

In this exercise you are asked to choose your top three values from the ten you originally chose above and to start to examine why these are so important to you. Completing this will help you think more about how these values influence your actions and understand why you may respond in a certain way if someone acts in a manner that goes against one of these values.

From the 10 values chosen above, think about the three that are most important to you? Write them in the spaces below.	Why do you believe that this value is important to you?	Recall a moment in your life when you really lived this value. What behaviours did you exhibit that support this value?	How might you react if this value was not being honoured by others? Describe your feelings, thoughts and actions.
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### Self-Development: Exercise 2

In this second exercise you are asked to think about areas to strengthen or develop, or values you would like to demonstrate more fully in your life. Completing this will allow you to start to build an action plan to support your self-development.

From your selected values or the values listed below, choose up to three that you would like to live more fully.	What behaviours or actions do you already demonstrate which support this intention?	What could you stop doing to better support this value?	What could you start doing to help you demonstrate this value more fully?
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## Barrett Individual Values' Assessment



### Geoff Martin - Results

**SAMPLE**

7: Selfless service

6: Making a positive difference in the world

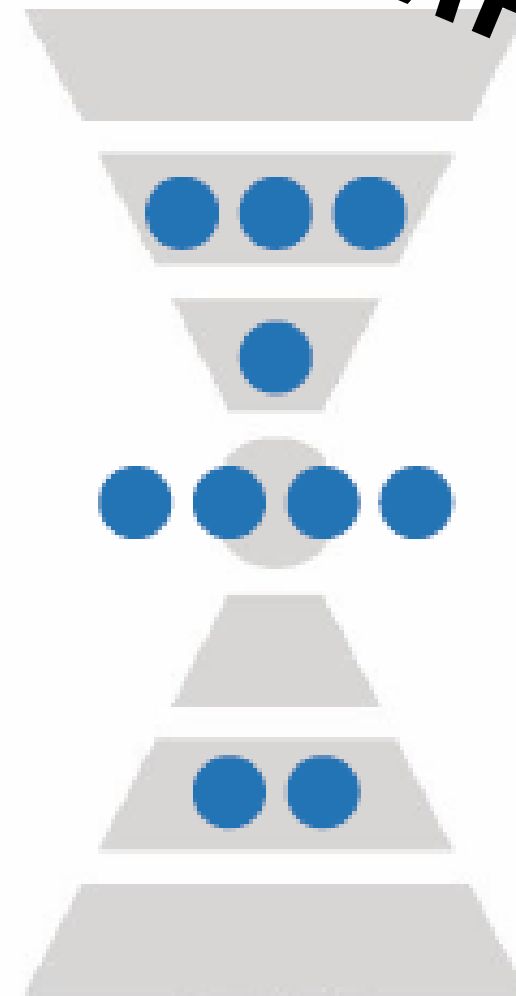
5: Finding meaning in existence

4: Letting go of fears.  
The courage to develop and grow

3: Feeling a sense of self-worth

2: Feeling protected and loved

1: Satisfying our physical and survival needs







Positive: ●

Potentially Limiting (L): ○

	<u>Area</u>
adaptability	4
coaching/ mentoring	6
enthusiasm/ positive attitude	5
family	2
making a difference	6
perseverance	4
personal growth	4
recognition	2
teamwork	4
well-being (physical/ emotional/ mental/ spiritual)	6

## Assessments & Coaching Debrief

■ <b>Hogan 360 Degree Multi Rater Tool</b>	Set-up, Report Delivery and One Hour Coaching Debrief	<b>\$1,250</b>	
■ <b>i4 Neuroleader 360 Degree Multi Rater Tool</b>	Set-up, Report Delivery and One Hour Coaching Debrief – supported by 40 hours of self-paced online learning resources	<b>\$1,250</b>	
■ <b>Barrett Individual Values' Assessment</b>	Set-up, Report Delivery and One Hour Coaching Debrief	<b>\$700</b>	
■ <b>Supplementary Coaching</b>	Per-Hour Coaching for any further sessions related to the above services delivery	<b>\$350</b>	

## Executive Coaching

### WHY COACHING?

” Executive coaching is aimed at supporting individuals with high-stakes jobs to excel and grow professionally. Coaches help executives make the necessary changes to increase their own performance and reach their goals. A coach will work on an executive’s skill set, allowing them to see new perspectives that may have been unavailable before. They can also build up their self-confidence and self-awareness through this process by providing valuable feedback.

Executive coaching has many potential advantages including increased self-awareness and self-confidence, enhanced emotional intelligence and empathy, self-regulation skills, motivation, career management, goal setting, problem-solving and identification, and organisational change. ”



## Executive Coaching



### Coach To Action - C2A

Includes stakeholder brief, introductory chemistry meeting with coachee and a further 8.5 hours of coaching up to 4 months in total. 1:1 meetings will be for 90 minutes and review meeting with manager 1 hour. Uses Individual Barrett Values' Assessment, Iceberg/U Theory Coaching, and launch of 360 Degree i4 NeuroLeader Multi-rater tool, and debrief on results. i4 Neuroleader 20 hour supplementary course is also included. An action plan around diagnostics, feedback and originally agreed outcomes, is agreed and discussed with manager for adoption.



### Coach To Results - C2R

This program is an extension of the Coach to Action Program (C2A) and incorporates the feedback from the tri-partied meeting at the end of that program into a further 4 months of coaching. These will be four 1.5 hour 1:1 sessions and 1 hour tri-partied meeting with the manager (7 hours in total) A final meeting to be held between coachee and manager to address the results, successes, and identify further development initiatives. Manager may meet with Geoff separately if a tri-partied meeting is not preferred.

#### Coach to Action



\$4,000

Diagnostics leveraged into actionable plan and initial quick wins

- ✓ 8.5 hours of coaching
- ✓ Up to 4 months
- ✓ Values Assessment
- ✓ Iceberg Coaching
- ✓ 360 Degree Multi-Rater & Debrief
- ✓ Supplementary 20 hour Online Course
- ✓ Development Plan Established to Use with Manager
- ✓ Triparty Meeting, or Coach follow up with Manager

#### Coach to Results



\$3,000

Coach to Results to help sustainable change in agreed development interventions

- ✓ Additional 7 hours of coaching
- ✓ Additional 4 months
- ✓ Picks up from C2A Program
- ✓ Coaching around interventions
- ✓ Coachee Outlines ROI for Manager
- ✓ Triparty Meeting, or Coach follow up with Manager
- ✓ Can be purchased as a standalone 7 hours of coaching over 5 sessions without dependency of doing C2A Program prior

## Executive Coaching

### PROGRAM COMPONENTS



Whether choosing a C2A or C2R program, or extending C2A into a C2R program, the following framework indicates the flow of the coaching program over approximated timeframes.

\* Timeframes may differ and be shorted or extended subject to mutual availability

Week 01-02 C2A	<b>Client Brief</b> <ul style="list-style-type: none"> <li>Initial Brief</li> <li>Gaps and Measures of Success Agreed</li> <li>Coachee Chemistry Meeting Set-Up</li> </ul>
Week 01-02 C2A	<b>Chemistry Meeting</b> <ul style="list-style-type: none"> <li>Meet with coachee to get to know them, and discuss the brief</li> <li>Coachee to decided if good fit to proceed</li> </ul>
Week 03-05 C2A	<b>Session 1 (1.5 hours)</b> <ul style="list-style-type: none"> <li>Explanation of process</li> <li>Roles &amp; Responsibilities</li> <li>Goals/measures of success established</li> <li>Personal Values Survey Initiated</li> </ul>
Week 03-05 C2A	<b>Session 2 (1.5 hours)</b> <ul style="list-style-type: none"> <li>Values Survey Results Debrief</li> <li>Initial Reflection of Goals/Measures from last session</li> </ul>

### PROGRAM COMPONENTS



The following framework indicates the flow of the coaching program over approximated timeframes for both the C2A and the C2R Programs.

\* Timeframes may differ and be shortened or extended subject to mutual agreement

Week 06-07 C2A	<b>Session 3 (1.5 hours)</b> <ul style="list-style-type: none"> <li>Values Survey Action Planning</li> <li>Values Iceberg Coaching</li> <li>Values U Theory Breakthrough</li> <li>Multi-rater Invitations (by Geoff)</li> </ul>
Week 09-10 C2A	<b>Session 4 (1.5 hours)</b> <ul style="list-style-type: none"> <li>Multi-rater debrief</li> <li>20 hours i4 Neuroleader Course launch</li> <li>Development Planning</li> </ul>
Week 11-12 C2A	<b>Session 5 (1.5 hours)</b> <ul style="list-style-type: none"> <li>End Point Review for those on C2A Program</li> <li>Mid Point Review for those on C2R Program</li> <li>Coachee to prepare for Manager meeting on development plan using all key inputs and findings. Identify quick wins</li> </ul>
Week 13-14 C2A	<b>Session 6 (1 hour)</b> <ul style="list-style-type: none"> <li>Coachee &amp; Manager Review of Development Plan</li> <li>Geoff to attend meeting, or separately with Manager afterwards</li> </ul>

C2A Program ends, with full ownership of Development by Coachee & Manager, or extension to C2R program, or continuation as C2R Program

### PROGRAM COMPONENTS



The following framework indicates the flow of the coaching program over approximated timeframes for both the C2A and the C2R Programs.

\* Timeframes may differ and be shortened or extended subject to mutual agreement

Week 17-18 C2R	<b>Session 7 (1.5 hours)</b> <ul style="list-style-type: none"> <li>Validation of Coachee/Manager Meeting outputs</li> <li>Revision of Development Plan</li> <li>Ongoing Executive Coaching</li> </ul>
Week 21-27 C2R	<b>Session 8 &amp; 9 (3.0 hours)</b> <ul style="list-style-type: none"> <li>Ongoing Executive Coaching</li> </ul>
Week 30-31 C2R	<b>Session 10 (1.5 hours)</b> <ul style="list-style-type: none"> <li>Coachee to develop Success and Outputs and ROIs in preparation for Manager Meeting</li> </ul>
Week 33-35 C2R	<b>Session 11 (1.0 hours)</b> <ul style="list-style-type: none"> <li>Coachee &amp; Manager Review of Program Outputs &amp; agree next development steps</li> <li>Geoff to attend meeting, or separately with Manager afterward</li> </ul>

C2R Program Completion

## Barrett Values' Company Culture Assessment

### Overall Group Results

Overall Group  
105 participants

- 7 Contribution
- 6 Collaboration
- 5 Alignment
- 4 Evolution
- 3 Performance
- 2 Relationships
- 1 Viability

Positive Value

Potentially Limiting

PV & CC  
0 Matches

PV & DC  
4 Matches

CC & DC  
2 Matches

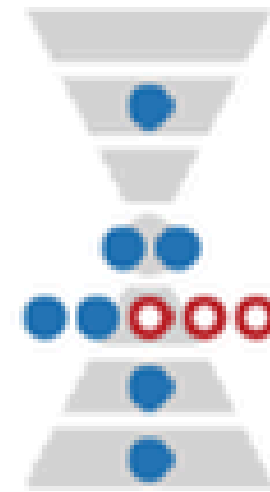
PV, CC & DC  
0 Matches

#### Personal Values (PV)



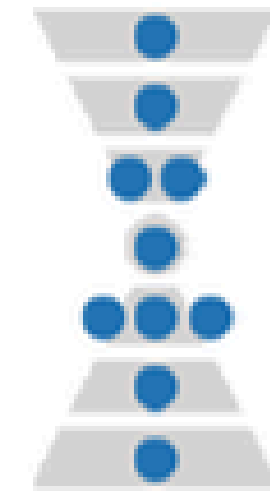
VALUE	VOTES	LEVEL
fairness	50	5
making a difference	42	6
logic	40	3
commitment	37	5
efficiency	35	3
cooperation	34	5
quality	34	3
experience	33	3
achievement	29	3
trust	29	5

#### Current Culture Values (CC)



VALUE	VOTES	LEVEL
brand image	56	3
teamwork	42	4
customer satisfaction	34	2
results orientation	31	3
confusion	29	3
bureaucracy	27	3
customer collaboration	26	6
goals orientation	24	4
profit	24	1
silo mentality	24	3

#### Desired Culture Values (DC)



VALUE	VOTES	LEVEL
financial stability	42	1
long-term perspective	42	7
customer satisfaction	39	2
fairness	36	5
efficiency	34	3
teamwork	31	4
employee fulfilment	30	6
quality	30	3
professionalism	28	3
trust	28	5

**SAMPLE**

## Values in Relation to Organisational Growth

		PERSONAL	LEADERSHIP	ORGANISATIONAL
7	Contribution	<b>Contribution/Service</b> Compassion, humility, forgiveness. Caring for humanity and the planet	<b>Wisdom/Visionary</b> <b>Service to Humanity and the Planet</b> Social Responsibility, Future Generations, Long-term Perspective, Ethics, Compassion, Humility	<b>Service to humanity and societal contribution</b> Social responsibility, long-term perspective, ethics, compassion and humility.
6	Collaboration	<b>Making a difference in the world</b> Living your purpose. Empathy, alliances, intuition, mentoring and focus on wellbeing (physical, emotional, mental, spiritual)	<b>Mentor/Partner</b> <b>Collaboration with Partners</b> Strategic Alliances, Community Involvement, Environmental Stewardship, Coaching, Mentoring	<b>Internal/External collaboration, community involvement</b> Environmental awareness, employee fulfilment, coaching/mentoring and caring for the local community.
5	Alignment	<b>Finding meaning in existence</b> Finding your purpose. Integrity, honesty, authenticity, passion, enthusiasm, creativity, and humour & fun	<b>Integrator/Inspirer</b> <b>Internal Cohesion</b> Shared Values, Vision, Commitment, Integrity, Trust, Passion, Creativity, Openness, Transparency	<b>Sense of purpose and strong internal community</b> Shared vision and values. Commitment, creativity, enthusiasm, integrity, honesty, generosity, fairness, openness, transparency and trust.
4	Conscious Evolution	<b>Letting go of fears</b> Finding the courage to grow and develop. Adaptability, life long learning, continuous renewal and personal growth.	<b>Facilitator/Influencer</b> <b>Continuous Renewal and Learning</b> Accountability, Adaptability, Empowerment, Teamwork, Delegation, Personal Growth	<b>On-going improvement and employee participation</b> Adaptability, accountability, empowerment, teamwork, goals orientation and continuous improvement.
3	Performance	<b>Feeling a sense of self-worth</b> Confidence, success, competence, self-reliance. <b>Fear: I am not enough.</b> <b>Leads to need for power, authority or status seeking</b>	<b>The Expert</b> <b>High Performance</b> Systems, Processes, Company Pride, Quality, Best Practices. <b>Power, Status</b>	<b>High performance systems and processes</b> Reliability, quality, efficiency, productivity and excellence. <b>Bureaucracy, hierarchy, confusion, and complacency.</b>
2	Relationship	<b>Feeling protected and loved</b> Family, friendship, loyalty, respect. <b>Fear: I am not loved enough.</b> <b>Leads to jealousy, blame and discrimination.</b>	<b>Relationship Manager, Relationships</b> Employee Recognition, Employee and Customer Loyalty, Conflict Resolution. <b>Manipulation, Blame</b>	<b>Positive relationships that support organisation needs</b> Loyalty, open communication, customer satisfaction. <b>Manipulation, blame, favouritism and internal competition.</b>
1	Viability	<b>Satisfying physiological and survival needs</b> Health, security, financial stability <b>Fear: I do not have enough.</b> <b>Leads to control, domination and caution</b>	<b>Crisis Manager</b> Financial Stability Profit, Compliance, Shareholder Value, Employee Health and Safety. <b>Control, Greed</b>	<b>Financial viability and people safety</b> Financial performance, organisational growth, and employee health and safety. <b>Control, greed, exploitation and micro-management.</b>

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## Culture Assessment Benefits

The Barrett Culture Assessment measures the a target group - a Leadership Team, a Division, or even a whole organisation.

Three reports are generated. The first is a summary of the collective power of the top 10 shared personal values of each group.

The second is the top 10 values each group sees as the current most important values in their organisation, both good and bad. - "How things are done around here".

The third is the top 10 values each group would like to see in the organisation going forward - "Desired Culture".

The power of the assessment is to measure the alignment of the top 10 collective values against what the group sees as 'current company values'. These are not the 'official' company values, but what is sees as actual and 'the way things are done around here'.

- Matching between collective beliefs and actual reality - a measure of engagement
- Mismatching between collective beliefs and company values/behaviours which explains entropy and disengagement
- Identifying potential values the collective would like to - to thrive, be more engaged and perform at their best
- Values **must sit** under organisational strategy, but are there to align employee hearts and minds to the company's business strategy

## Group Assessments & Recommendations

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■ <b>Barrett Culture Survey - 5 to 50 People.</b> <b>Includes Organisation Survey, EXCO Survey and individual Exec Team Survey Reports</b>	Set-up, Report Delivery and Insights and 2 Hours total Debrief to CEO plus/or Exec Team	<b>\$12,500</b>
■ <b>Barrett Culture Survey - 51 to 200 People.</b> <b>Includes Organisation Survey, EXCO Survey and individual Exec Team Survey Reports</b>	Set-up, Report Delivery and Insights and 2 Hours total Debrief to CEO plus/or Exec Team	<b>\$15,000</b>
■ <b>Barrett Culture Survey - 201 to 1000 People.</b> <b>Includes Organisation Survey, EXCO Survey and individual Exec Team Survey Reports</b>	Set-up, Report Delivery and Insights and 2 Hours total Debrief to CEO plus/or Exec Team	<b>\$17,500</b>
■ <b>Supplementary Coaching/Consulting - including 1:1 coaching to each Exec Team member on their results (additional option)</b>	Per-Hour Coaching for any further sessions related to the above services delivery	<b>\$350</b>

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## Culture Values Assessment to Action

1 or 1.5 Days Facilitated Workshop to share and discuss the outcomes of the Exec Team and/or Organisation to:

**\$7,500 to \$12,000**

- Identify the key values of the Desired Culture based on results
- Describe the behaviours that will underpin these values including reinforcing those already being exhibited
- Agree on causes and correction actions of 'limiting values'
- Determine quick win actions and longer term direction of what a high performing culture looks and feels like
- Establish an Exec Team Purpose & Values Charter where culture change starts at the top
- Consider flow through implications to the rest of the organisation

	PERSONAL	LEADERSHIP	ORGANISATIONAL
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5 Alignment	<b>Finding meaning in existence</b> Finding your purpose. Integrity, honesty, authenticity, passion, enthusiasm, creativity, and humour & fun	<b>Integrator/Inspirer</b> <b>Internal Cohesion</b> Shared Values, Vision, Commitment, Integrity, Trust, Passion, Creativity, Openness, Transparency	<b>Sense of purpose and strong internal community</b> Shared vision and values. Commitment, creativity, enthusiasm, integrity, honesty, generosity, fairness, openness, transparency and trust.
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3 Performance	<b>Feeling a sense of self-worth</b> Confidence, success, competence, self-reliance. <b>Fear: I am not enough.</b> <b>Leads to need for power, authority or status seeking</b>	<b>The Expert</b> <b>High Performance</b> Systems, Processes, Company Pride, Quality, Best Practices. <b>Power, Status</b>	<b>High performance systems and processes</b> Reliability, quality, efficiency, productivity and excellence. <b>Bureaucracy, hierarchy, confusion, and complacency.</b>
2 Relationship	<b>Feeling protected and loved</b> Family, friendship, loyalty, respect. <b>Fear: I am not loved enough.</b> <b>Leads to jealousy, blame and discrimination.</b>	<b>Relationship Manager, Relationships</b> Employee Recognition, Employee and Customer Loyalty, Conflict Resolution. <b>Manipulation, Blame</b>	<b>Positive relationships that support organisation needs</b> Loyalty, open communication, customer satisfaction. <b>Manipulation, blame, favouritism and internal competition.</b>
1 Viability	<b>Satisfying physiological and survival needs</b> Health, security, financial stability <b>Fear: I do not have enough.</b> <b>Leads to control, domination and caution</b>	<b>Crisis Manager</b> Financial Stability Profit, Compliance, Shareholder Value, Employee Health and Safety. <b>Control, Greed</b>	<b>Financial viability and people safety</b> Financial performance, organisational growth, and employee health and safety. <b>Control, greed, exploitation and micro-management.</b>

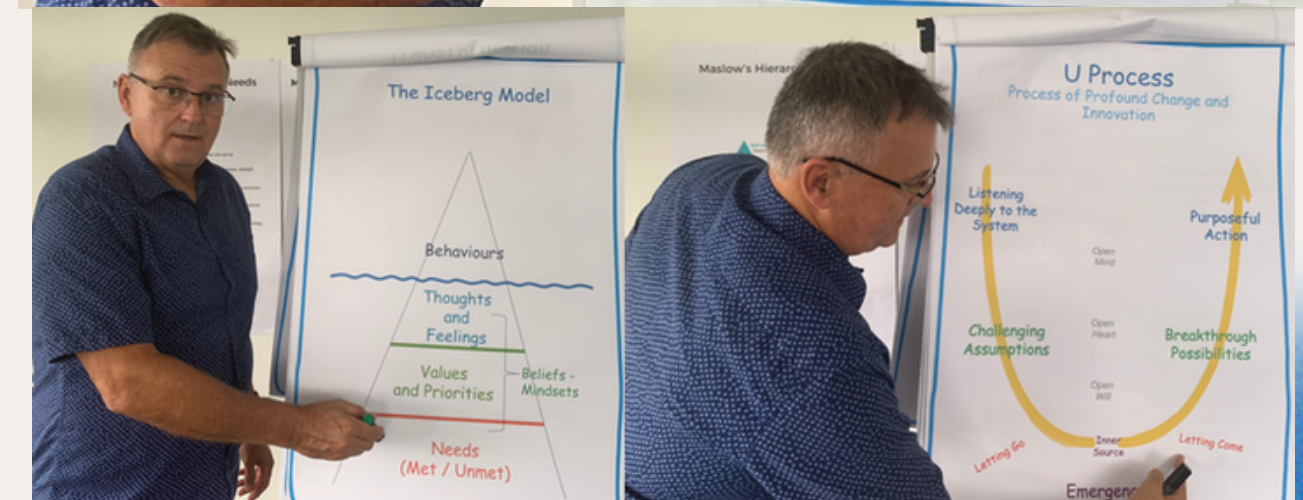
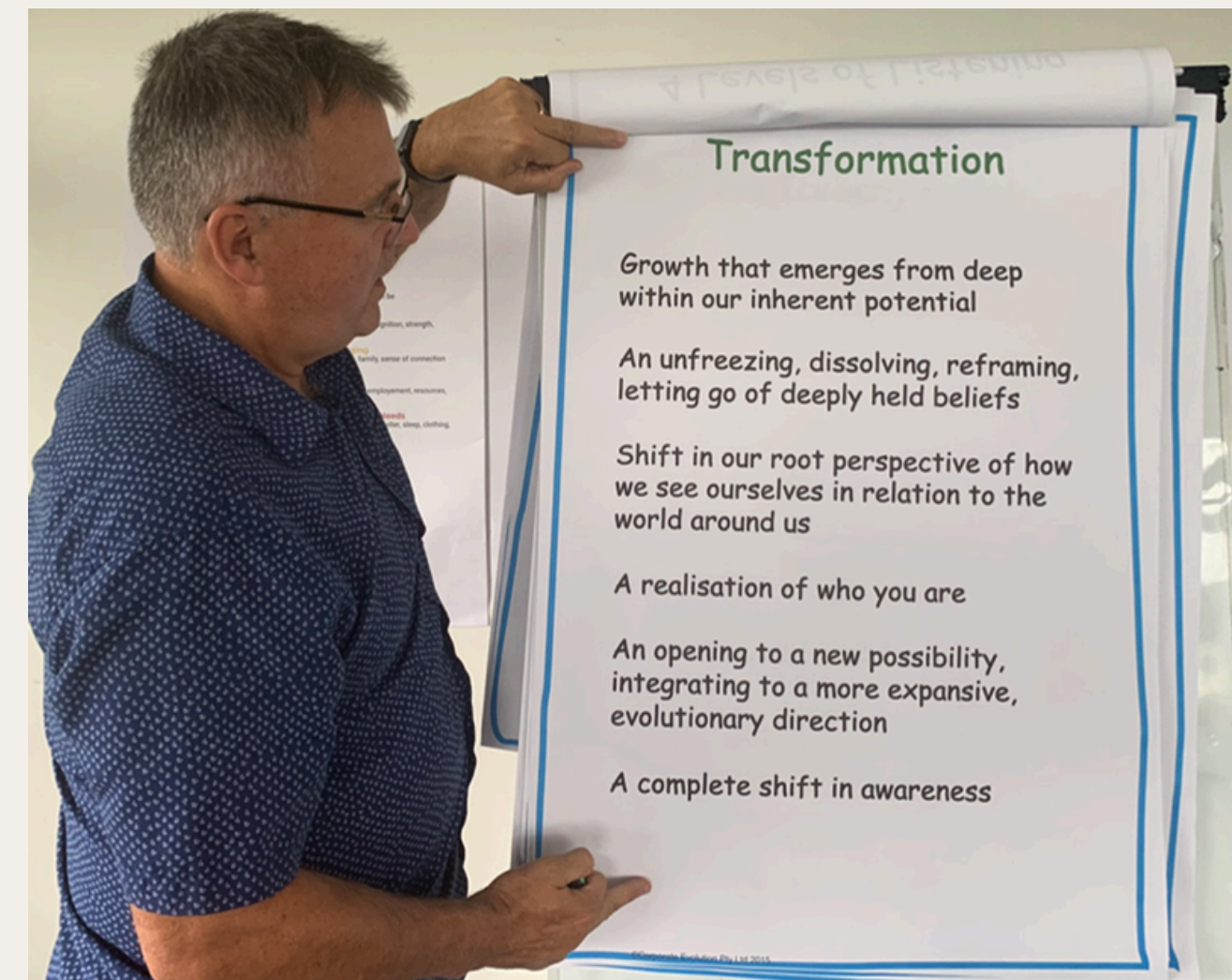
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TRANSFORMING SELF PROGRAM

## Personal/Leadership Transformation

This Two Day Personal & Leadership Transformation Workshop integrates the Values and Purpose methodology for accelerated leadership around:

**\$15,000**

- Leadership in volatile, complex and uncertain times
- Adaptive Leadership
- Leadership Growth Edge
- The Power of Values and Living One's Top Values (Barrett Assessments Used)
- Reactive Mind
- How to Transform to Creative Mind
- Individual Purpose as a Leader to make a bigger difference
- Reframe upsets and challenges as greatest learning opportunities
- Sustaining the Transformation



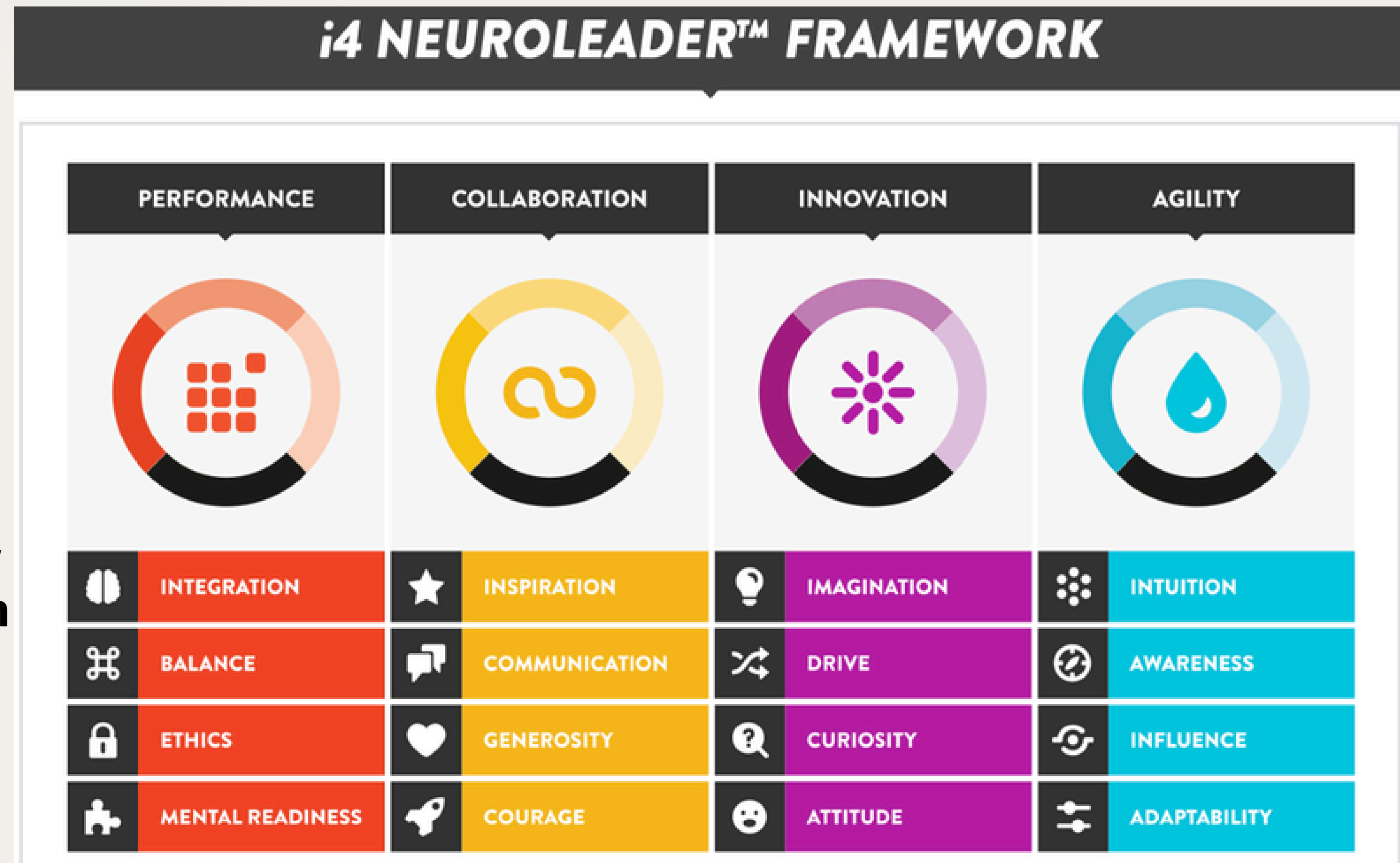
# Adaptive Leadership Workshop

JANUARY 2026

## Performance/Collaboration/Innovation/Agility

\$6,000

Where members of a team are all each undergoing an i4 Neuroleader 360 Degree Assessment with a coaching debrief, this optional 5 hour workshop prepares participants to get the best out of the results and debriefs, and make a greater connection between neuro science that supports great leadership and integrated teams.





## Geoff Martin

**Executive Coach | Global Facilitator | HR Fractional Executive | HR Consultant**

### Overview

In addition to Executive Coaching, Facilitation and HR Consulting, Geoff's experiences range from HR Director of an ASX listed human services company, and senior HR roles in the insurance and banking industries. He has led national HR teams of up to 16 people supporting client groups of up to 2,100 employees. Internal stakeholders include Chairman of the Board, Board Remuneration & Selection Committee, CEOs and Divisional Chief Executives, CFOs, CIOs, and CROs.

### Areas of Expertise

- HR Directorship of ASX Listed Company
- Values/Purpose/Change Expert
- M&A Due Diligence and Integrations
- Organisational Design
- C-Suite Coach
- Restructuring and Redeployment Specialist
- Global Facilitator

### Levels Coached

- C-Suite Executives in ASX Listed Companies
- All levels of Management

### Industry Experience Worked In

- Banking & Insurance
- Career Transition
- Professional Services
- Health
- Injury Management
- Unemployment Services
- Corporate Mental Health Wellbeing

### Multi-Cultural Experience

- Overseas Virtual Coaching Assignments
- Japanese speaking Tour Leader for Annual Australian rural study tours to Japan

### Professional/Corporate Experience

- Executive Consultant, LHH
- Coach, Prima Group
- HR Group Executive, Konekt Ltd
- National HR Manager, QBE Insurance
- Business Unit Head of HR, Westpac
- Corporate Banking Relationship Manager, Westpac

### Education

- Bachelor of Arts Asian Studies, Majoring in Japanese Studies and Sub Major Economic History, Australian National University


### Certifications and Training

- Executive Coaching Level 1 (Australian Institute of Executive Coaching & Leadership)
- Facilitator of Transformation Through Values (Corporate Evolution)
- Barrett Values Accredited Coach
- i4 Neuro Leader Coach Level 2 (About My Brain Institute)
- Global Career Transition Expert Quality Delivery (LHH)

**Schedule a free consultation to discuss organisational leadership challenges your organisation is encountering, and ways I can help you unlock adaptiveness and problem solving capabilities.**

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