



BIOGRAPHY

Business experience & background

Specialising in individual and collective leadership development, building high performance teams, and emerging talent, Karen has over 28 years' experience working with government and private organisations.

She has coached & partnered with senior executives from some of Australia's largest public and private corporations; as well as Fortune 500 Global Companies. She has extensive experience with national professional service firms-legal, engineering & accounting, in shaping their collective leadership cultures.

Having held senior leadership positions in health and education with an outstanding track record in leading and developing project and multi-disciplinary teams, she understands the challenges of cross functional collaboration.

She has a passion for partnering with senior leaders in developing clarity about their strengths and developing their Leader Point of View. More importantly, her focus is assisting them in shaping their leadership philosophy and how they will communicate, influence engage and build productive trust based relationships.

Her background in psychology gives me a powerful understanding of personal motivation & team dynamics, incorporating Neuroscience, Positive Psychology, Emotional and Conversational Intelligence© frameworks and strategies. She has a proven ability to easily connect, establish trust and be insightful and accurate.

Karen's approach with senior leaders is collaborative, supportive; yet challenging. She provides interactive facilitation for individuals and teams wanting to significantly increase their levels of positive impact and engagement in the workplace.

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Karen Conaghan is a master at executive coaching. She is experienced, driven and tenacious and has a very approachable and supportive style. She remains focused on achieving your successful outcomes.

Group Manager, Energex

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Consulting Experience

Key focus areas include but not limited to:

LEADERSHIP DEVELOPMENT

Transitioning managers into leadership- building interpersonal effectiveness

COACHING FOR PERFORMANCE

Skilling Leaders to "coach / develop" their staff to increase accountability, engagement & performance.

GENDER EQUALITY

Women Leaders- Mentoring & individual & group coaching of women talent towards senior leadership roles

EMOTIONAL INTELLIGENCE

Building resilience & self-awareness in motivating & managing self & others

COMMUNICATION STYLE PREFERENCES

Awareness of communication preferences in building rapport & trust based relationships.

HIGH PERFORMANCE TEAMS

10 high performing practices to build engagement & accountability



Track Record

In 2004, Karen was appointed as the only Australian Executive Coach & Global Trainer for The Ken Blanchard Companies for the Asia Pacific Region, delivering "Coaching Essentials© & Emotionally Intelligent Leadership & Mindfulness for Leaders". She coaches Global Heads – Asia Pacific VP's & GM's of Fortune 500 companies as part of global leadership initiatives.

Karen is one of 12 only Australian Master Certified Coaches (MCC's) with the International Coach Federation; the global credentialing body for professional coaches. She has completed over 300+hrs of coach specific training, coached over 4000+ client coaching hrs, completed a rigorous oral & written exam and been professionally mentored.

As a Senior Associate and Master Facilitator for Corporate Coach U, Karen has facilitated Coach Skill Training and 'Leader as Coach' training, to over 500 Queensland managers across government and professional service firms.

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I designed and co-facilitated a number of workshops with Karen and found her to be creative, inspiring and a natural collaborator... working with Karen was a rewarding experience!

Qld Director, Enterprise Connect

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Twelve weeks ago I stood, like Hillary, at the base of my own Mt Everest. With Karen's guidance and my commitment, I started climbing the mountain one stage at a time. Today, I have succeeded in planting my own flag at the summit and sit here enjoying my new perspective and of course the champagne. Thank you for everything Karen.

Senior IT Manager, Thiess

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Karen is a perceptive listener & progressive thinker who gave me valuable insights to facilitate a restructure of the business and change the way forward...she challenged me to become clear about execution of strategies that proved effective...I gained a tremendous amount from our sessions.

Managing Partner, NAB





Qualifications

- B. Social Work – UNSW
- Post Grad Diploma of Education – QUT
- Master Certified Coach (MCC)
International Coach Federation
- Graduate Corporate Coach U – Business Coaching
- Accredited Senior Coach Level 3 – RCS
- Certificate IV, Workplace Training and Assessment

Accreditations

- The Leadership Circle©- Leadership Culture Survey; LCP & ME Editions
- C2 Collective Leadership Systems Facilitator-The Leadership Circle©
- Hogan Personality Inventory HPI; Developmental Survey (HDS); Motives, Values Preferences Inventory(MVPI)
- Genos Emotional Intelligence 360 & Motivating and Engaging Teams (MET)©
- Lominger Voices 360©
- Master Facilitator "The Coaching Clinic"© & "Difficult Conversations"®,
Corporate Coach U
- Global Trainer Ken Blanchard Companies - "Coaching Essentials for Leaders"
- Conflict Dynamic Profile (CDP) – Eckerd College
- Extended DiSC© & Trainer Personality Coaching Styles Inventory PCSI©

Associations

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| • Certified Professional Australian Human Resource Institute | CAHRI |
| • Master Certified Coach International Coach Federation | MCC |
| • Fellow Institute Learning Practitioners | FILP |
| • Member Australian Institute of Company Directors | MAICD |

Areas of Expertise and Specialisation

- Emergent Leaders & Talent
- Women Leaders
- Executive Performance
- Executive Career Transition
- Leadership Development
- High Performing Teams

I've worked with...

