

Profile: Jennifer McCoy Leadership Coach and Facilitator

Jennifer is passionate about workplace leadership and the development of people.

In the turbulent world of business today, leaders are needed at every level to build a committed and productive workforce and a workplace where people want to be; leaders who can inspire and bring out the best in their staff - improving performance through people.



Jennifer works respectfully and confidentially with leaders: challenging beliefs, clarifying values, exploring commitments, developing reflective practice habits, enhancing self-awareness and confidence – leadership for the long-term.

Typical issues addressed in her coaching include: authentic leadership, self-awareness and emotional intelligence, people and team management effectiveness, difficult conversations, career planning, work-life balance.

Over the past decade Jennifer has worked with a broad range of clientele including: HESTA Super Fund, LyondellBasell Australia Pty Ltd, UniSuper Management Pty Ltd, Parks Victoria: Coaching Panel Member Coaching for Management Personnel (2007-2013), Australian Refrigeration Council, CadburySchweppes Pty Ltd, Lee Hecht Harrison, Royal Australian Chemical Institute, Transurban City Link, Australian Council for Educational Research, Victoria. Department of Education & Early Childhood Development. *Coaching for Experienced Principals* project, Catholic Education Offices (SA and NSW) and Individual schools in Victoria, Queensland & South Australia.

Leadership coaching programs:

- Individual coaching for executives, managers and team leaders
- Group coaching for leadership teams
- Coaching Skills for Workplace Leaders [Recognised by the AQTF]
- Peer Coaching and Mentoring Skill Training

Facilitated Workshops include:

- Conflict Management
- Time Management: Achieving balance
- Leading and Managing Change

Experience and Qualifications

As a business woman, consultant, coach and trainer, Jennifer's brings over 20 years experience working with leaders at different levels across a range of small to large organisations.

- Internationally Accredited Executive Coach (ACC)
- Planning Team member, ICF Australasia Conference 2007
- Certified Practitioner, Genos Emotional Intelligence™ system
- Alumni member, Institute of Executive Coaching and Leadership, Australia
- Accredited Facilitator–*Investment in Excellence*, The Pacific Institute
- Sessional Lecturer, MBA and management programs
- M.Mgt. M.Ed.ST. BA DipEd. TAE 40110 Certificate IV Training & Assessment, Justice of the Peace

Please contact Jennifer for an obligation-free discussion about your needs.

Presentations

- *Presentation to 3rd Annual Melbourne Congress of Executive Assistant Network*
- *Australian Institute of Project Managers. Managing Change*
- *Australian Council of Educational Leaders. Moving Beyond Me: Coaching for a Values Culture.*
- *Ausmed Conference. Manipulative people who consistently resist change*
- *Department of Education (Vic) S.E Region Leadership conference*
- *Qualcon Conference. Don't Let Your Staff Keep You Awake at Night.*
- *Singapore General Hospital. Quality management initiatives in Ambulance Service Victoria*

Publications include:

- *2 Way Feedback - How to build more effective staff relationships. Carnegie Services 2005*
- *Making Commitment to Change. Principal Matters, Spring 2012 September 21, 2012*
- *Did you know? Working is bad for you!*
- *Any Questions. The Age Career Guide. Dec 1st, 2007.*
- *Give and Take. The art of feedback to build staff morale and grow your business. National Accountant. 22(2), 2006.*
- *Why coaching works. Teacher. ACER November, 2006.*
- *Coaching for leadership in schools. The Australian Educational Leader. 27(4), 2005*

What Jennifer's Clients Say

Jennifer helped me deal with some challenges I had identified in my professional life. A key area was to be more challenging, in particular with poor performing staff. Jennifer helped me immensely in building my confidence to deal with the performance and a very positive outcome was achieved for the business.

Executive Manager. Finance Industry

The outcomes of coaching have been positive for UniSuper's business. Coaching enabled our manager to develop strong leadership skills, identify strategic priorities, build sound communication skills, especially when working in a sensitive environment, and to gain insights into team dynamics. The personal and creative approach Jennifer adopted, particularly the element of partnering throughout the assignment, was very valuable.

Joyce Marshall. General Manager Human Resources, UniSuper Management Pty Ltd

I worked with Jennifer to develop emotional intelligence skill as I need to be able to work cooperatively with the chairpersons of the different associations we manage; I also need to build my small staff group into a purposeful team. The process was interesting and enjoyable. It encouraged me to reflect on who I am and how I relate to people; it helped me realise the strengths I do have and showed me how to develop even better skills for relating to people.

Don Blanksby. Director. Assoc Management Services. Victoria

I engaged Jennifer to work with me when I was preparing to apply for promotion to a more senior position in my company and she helped me to clarify my thinking and focus on the important goals I wanted to achieve.

Paul Codd. Pricing Manager, Suncorp Niche Markets, Melbourne

I still regard my coaching program, three years ago, as one of my most valuable personal/professional development experiences.

Stephen Wigney, Principal Berwick Fields Primary School, Berwick, VIC

Jennifer challenged my way of thinking which now makes me look at my future and the way I live my life differently. By using some great tools, Jennifer helped me set appropriate goals and encouraged me to take some risks.

Manager, CadburySchweppes Victoria

I learned a lot about myself during coaching. I've learned to recognise the things I do well and try and build on them; and if I manage my time better I can achieve more without working 12 to 14 hours per day. What I particularly liked was that I could say anything, and even when I told you things that I wasn't particularly proud of, you could always put a positive, learn-something-from-it, perspective on it.

Team Leader. Finance Industry.