



## Insert name

### Australian Facilitation Company Senior Consultant

With nearly 30 years of vocational experience at front line through to an executive level and 10 years of consulting work there are not many issues in business that Doug has not dealt with, considered, observed or learnt from his own mistakes.

The skill that sets Doug apart from other coaching professionals is an ability to use his experience to ask other the “right” questions. Its these questions that assist others to discover solutions to the myriad of issues that arise when in leadership positions. Doug’s specialty is working with leaders to develop high performing teams.

It is the breadth and depth of experience that Doug brings to his coaching relationships that enable him to support participants to make meaningful changes in their day-to-day work.

## Relevant Tools:

Level 1 Executive Coach

Genos emotional intelligence practitioner

Zodiak Master Facilitator

### Qualifications:

Certificate IV in Training and Assessment

Advanced Diploma of Management

Master of Business Administration (majoring in Finance and Accounting)

Bachelor of business (1<sup>st</sup> Class honours)

### Memberships:

Fellow of Australian Institute of Management WA

Member of Institute of Learning Professionals

## Specialty areas include:

- Developing emerging leaders
- Transitioning subject matter experts to leaders
- Coaching leaders to coach others
- Supporting learners to apply new concepts and ideas in the workplace

## Coaching Philosophy:

- For behavioural change to be significant and enduring coaching needs to be approached as an exercise in assisted discover
- The art of a great coach is to balance when to facilitate discussion compared to challenge coachees reality
- The foundation for a sound coaching relationship is mutual trust, respect and rapport between all involved.

## Client Testimonial – Bank of Queensland

Without your contribution to our Fitter4Biz programme for franchisees the results would not have been as stellar as they were. Your facilitation, coaching and respectful challenging of both regional managers and franchisees was a highlight for all participants across Australia over the last nine months. You will be heartened to know that at the Bank’s annual awards night, Fitter4Biz participants won every major category they were eligible for during the year.

Glen Goldspink | Senior Manager, Customer Experience Execution