Coaching
Explore your deeper set of capabilities and remove barriers to success
How can Coaching help yourself, your team and your organisation?

Throughout our careers we have to simultaneously develop ourselves and deal with increased complexity in the organisation around us. The focus shifts from personal task mastery to enabling others. The diagram below visualises how different forms of coaching at key stages in our careers can help individuals, teams and organisations to create a sustainable lift in performance.

Find out more
Phone or email Client Services to develop a solution that fits your specific need
+61 2 9385 0330
enquiries@agsm.edu.au
What is organisational coaching?
Organisational coaching is focused on achieving system-wide cultural shifts in your organisation and beyond. This will enable your organisation to develop an aligned team of leaders who will create a culture of high performance throughout their business units. This form of coaching becomes an enabler for all your other business transactions to be conducted in a far more engaging way.

Team Coaching
What is team coaching?
Team coaching is focused on building collective capability and high performance teams. It builds cognitive skills and leadership behaviours simultaneously to create team dynamics and collaborative behaviour that is outcome driven.
The experience starts with an assessment process from which a set of team goals are identified. A coach who is most able to challenge and support you will be matched and AGSM Executive Education continually monitors the success of the process from the perspective of the coachee, the coach and the organisation respectively.

Individual Coaching
What is individual coaching?
Individual coaching is focused on understanding your unique individual strengths and development needs to explore how you can become more effective in your teams and organisation.
The experience starts with an assessment process from which a set of goals are identified. A coach who is most able to challenge and support you will be matched and AGSM Executive Education continually monitors the success of the process from the perspective of the coachee, coach and organisation.

Coach & Mentor Training
What is coach and mentor training?
Coach and mentor training develops the capabilities of coaching and mentoring as a leadership competency in your organisation. The program’s focus is on how to use coaching and mentoring to sustain cognitive, emotional and behavioural changes and to facilitate goal attainment in others.
The experience is designed to develop skills in the use of coaching and mentoring to improve the effectiveness of interactions with peers and clients, and the performance of direct reports.

“AGSM’s executive coaching has helped me leverage my existing strengths and improve performance. My coach has not only helped me with a development strategy, but has also given me practical tools to stay on track with my plan. I have been able to deal with interactions with my staff, peers and manager with greater awareness. The feedback loops facilitated by my coach have enabled me to improve ‘while doing’, in a structured manner. Developing emotional intelligence in executives has a wider benefit to the organisation. A positive work environment will lead to greater productivity and more effective teams. I recommend any company serious about developing and retaining management bench strength to engage the services of AGSM.”
A top 50 Group Financial Controller
Executive Coaches

All our coaches are cross-functionally trained with extensive corporate experience and a proven track-record in delivering business outcomes through coaching. Our coaching team includes:

**Naomi Bickley**
Naomi specialises in executive coaching psychology, leadership development and corporate culture transformation. Her background in clinical psychology has contributed to her understanding of human and organisational behaviour and team dynamics.

**Doug MacKie**
Doug is a business psychologist and executive coach specialising in aligning the goals of the individual against the overall business objectives and the development of leadership and coaching capabilities in senior executives.

**Patrea O’Donoghue**
Patrea is an expert in the areas of Change and Conflict Management, Group Facilitation and Organisational Behaviour and Development. She also specialises in Mindfulness skills training for stress management.

**Angela Bird**
Angela is an experienced Executive Coach who uses both narrative and traditional coaching in her work with clients around the world. She is also a well-known coach mentor and popular speaker.

**Dr Wendy Grusin**
Wendy is a registered psychologist, management consultant and executive coach. She offers a strong blend of academic rigour and in-depth knowledge of the challenges of day-to-day organisational life.

**Doug MacKie**
Doug is a business psychologist and executive coach specialising in aligning the goals of the individual against the overall business objectives and the development of leadership and coaching capabilities in senior executives.

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For full details on our faculty team go to www.agsm.edu.au/coaching