

Presenter Biographies

Mark Anns B. App Sc; Grad Dip Psych; MBA

Mark Anns is a Consultant Psychologist with over twenty years experience in counselling, training, and delivering high quality interventions leading to behavioural change. Mark has worked for a number of years with JSA delivering executive counselling and coaching programs, he works in a very practical skill orientated framework aimed at delivering concrete results.

The Executive Coaching and Counselling programs that the team has developed over the years have produced outstanding results. JSA is skilled in ensuring current high performance while resolving issues. These programs attend to relationship strategies both professionally and personally. Over twenty years, JSA has dealt with very complex issues.

Amanda Bickerstaff

Amanda Bickerstaff is an Executive Coach with the Stephenson Mansell Group (SMG). Also working as Director of Global Performance Systems Pty Ltd., Amanda has over 15 years experience as a personal and professional development coach, coach trainer, counsellor, facilitator and mediator.

With a BA Psych and Master of Applied Science (Psychology of Coaching) degree, Amanda's work focuses on Leadership Development, Change Management, Performance Management, Team Building, Conflict Resolution, Communication Skills and Career Development.

Amanda's broad knowledge and expertise has been gained through consulting to public and private sector organisations, including telecommunications, IT, Defence, utilities, Federal and State Government, manufacturing, mining, construction, transportation, biotechnology, medical, pharmaceutical, corporate services, retail, legal, finance and education.

Gavin Dagley

Gavin is a consulting psychologist working with business leaders and elite athletes. He completed his Masters degree studying cognitive fatigue and his Ph.D. studying career transitions. Gavin led the AHRI-sponsored research program into the efficacy and efficacy drivers of executive coaching, and has had articles in the International Coaching Psychology Review, HR Monthly, BRW and the Australian Financial Review. Prior to returning to study Gavin was Company Secretary of a 40-store privately owned retail company, and has held a number of senior financial roles in consulting environments. Gavin is also an active sailing coach and competitor.

Angela David BSc Psych (Hons), Grad Dip Psych Practice MAPS. Director of YSC Australia

Angela is the Director of YSC Australia, after having joined in late 2003 from Westpac Banking Corporation where she held a range of senior HR roles. Her psychology degree was completed at the University of New South Wales with her thesis combining social and organisational psychology. Her work across the Asian Region has given her a distinctive understanding of cultural differences and how to harness these in the coaching arena. She is particularly interested in driving high performance cultures and maximising team potential which she achieves by coaching both individuals and teams. She has extensive experience in individual assessment, the development of executive leaders, and considerable exposure in organisational change and design. Angela is also one of a small number of accredited coaches within Psynergy- a specialist group within YSC of highly experienced and senior coaching practitioners

Ray Elliott, MAPS, FAHRI

Director, OEC (Organisation Enhancement Consultancy) & MLQ Pty Ltd; Research Fellow, Victoria University Faculty of Business and Law. Organisational Psychologist and Executive Coach.

For over ten years Ray has practiced as a professional executive and management coach, accumulating thousands of practice hours. He specialises in leadership development utilising research evidence from the leadership, personality, group and organisational psychology literatures. His clients are drawn from diverse government and non-government sectors. In 2000, in association with Distinguished Professors Bruce Avolio and Bernard Bass, Ray founded a leadership assessment company (MLQ Pty Ltd). He was the first National Convener of the Interest Group on Coaching Psychology in 2002-3, and again jointly with Dr Michael Cavanagh in 2007.

Dr. Lydia Ievleva

Lydia is a psychologist/coach specializing in health, sport and performance related issues, and Chair of the Australian Psychological Society College of Sport Psychologists. She has a wealth of experience working with clients seeking to achieve health, wellbeing and performance goals, including Olympic and professional athletes, dancers, musicians, artists, writers, corporate clients, and others seeking to fulfill their potential and recover from major illnesses and injury.

Lydia is also a lecturer at the University of Technology, Sydney, in the areas of Health Promotion and Sport and Exercise Psychology. Her research covers a range of topics in health and sport, and is best known for her publications on the psychology of rehabilitation, and *Inner Sports: Mental Skills for Peak Performance*. More recently, she was invited to present at the First Australian Positive Psychology and Wellbeing Conference in Sydney (April 2008), and published in ICPR (March 2008): *Applying sport psychology to business*. Her cd *Inner Spa*:

Guided imagery and relaxation for optimal health and wellbeing is due to be released mid 2008.

Lydia obtained her PhD at Florida State University following her MSc at University of Ottawa, and BA Hons at Carleton University.

Mary Ingamells MBA MAPS COP

Director Anchor Consulting

Mary Ingamells is an experienced consultant who has held executive positions in several leading organisations. She works to optimise organisational effectiveness through culture, leadership and team development, change management, communication strategies, strategic and business planning.

Mary has trained with experts in the field in Australia and internationally and has undertaken programs at Integral Institute (US) where she has developed capability in applications of Ken Wilber's AQAL model and Integral Leadership. Her work is based upon a range of disciplines including education, psychology, analytic theory, and learning organisation theory.

Mary has conducted wide ranging assignments in corporate and government and her passion is the development and enhancement of potential and creation of environments where people are valued and can contribute their best. She is based in Melbourne.

Dr Travis Kemp

Travis is Managing Director & Chief Psychologist of Corporate Psychology firm The Teleran Group Pty. Ltd. He is also holds a non-executive Director appointment to the Board of Civil Engineering and Construction company Built Environs Pty Ltd., a BRW Top 500 private company.

Previously he has held regional and global executive Human Resources appointments with Faulding Pharmaceuticals (now Hospira) and Electronic Data Systems Corporation (EDS). He has also previously lead both the leadership discipline and the MBA program at the University of South Australia.

Travis is an Educator, Human Resources professional, Company Director and Author. He was a founding national committee member of the Australian Psychological Society's Interest Group in Coaching Psychology, and is a member, and past state Chair of the College of Organizational Psychologists.

He holds Adjunct academic appointments as Affiliate Senior Lecturer in the Discipline of Psychiatry at the University of Adelaide, Research Fellow in the International Graduate School of Business at the University of South Australia and Lecturer in the University of Sydney's Coaching Psychology Unit where, together with his colleagues Dr. Tony Grant and Dr. Michael Cavanagh, he co-edited *Evidence-Based Coaching Volume One: Theory, research and practice from the behavioural sciences*.

Travis teaches, presents and publishes widely in the fields of Applied Psychology, Leadership and Education, is Co-editor of the international peer reviewed journal the *International Coaching Psychology Review*, a Fellow of both the Australian Institute of Management and the Australian Human Resources Institute, a Graduate Member of the Australian Institute of Company Directors and a registered Teacher.

Louise Kovacs

Louise Kovacs is currently the National Sales Coach at Fuji Xerox Australia working as part of the Sales Management and Organisation Development teams. She has held this position since October 2007. The primary objective of this role is to build a coaching culture within the sales force to support the organisation's overall objectives of improving employee engagement, and accelerating organisational change to meet the demands of a changing business environment.

For the five years prior to taking this position, Louise was owner of Inform Professional Coaching and provided consulting and coaching services to a range of organisations in Australia. Louise's coaching and consulting experience involved providing individual executive coaching, establishing manager as coach programmes, introducing formal coaching or mentoring programmes, and developing effective leadership development programmes and frameworks.

Louise has extensive sales and sales management experience in the IT industry both in Australia and Europe and is able to combine both this business experience and coaching and consulting knowledge to deliver effective programmes that meet business needs.

Louise has a Bachelor of Education (Hons) from Middlesex University, London and a Masters of Organisational Coaching from the University of Sydney.

Aaron McEwan M. Psych (candidate), Grad Dip. of Psych, B. Beh. Sc General Manager, Professional Services (Executive, Line Management and Career Coach)

Aaron has over 13 years of diverse commercial experience encompassing general management, executive coaching, leadership development, career coaching, training and development, recruitment and selection, human resource and change management, marketing and communications, counselling and psychometric assessment. Aaron has been the General Manager, Professional Services and a Senior Consultant with Lee Hecht Harrison since 2003 and is a key member of the senior leadership team where he manages a team of 12 consultants and administrative staff throughout Queensland. LHH is one of three divisions in the Adecco group, the global leader in Human Resource and staffing services, employing over 30,000 people across 6,000 offices in 70 countries.

Aaron specialises in behaviour and leadership development with managers and executives where he is able to use his extensive business background, strong understanding of human and organisational psychology and adult learning

principles to ensure clients achieve their goals. He has a genuine passion for facilitating others to achieve their potential and manage the often competing dynamics of career fulfilment and organisational effectiveness within an evidence based framework.

Aaron is an active contributor to the disciplines of Evidence Based Coaching and Positive Psychology where he holds a national executive position with the APS Interest Group for Coaching Psychologists and a state committee position with the College of Organisational Psychologists. He is a member of the Dept Main Roads' Coaching Panel, has lectured in Organisational Psychology at Griffith University and regularly presents on career development and coaching for MBA students and graduates of the University of Queensland's Business School.

Jill Macnaught

Jill Macnaught has a background in counselling and organisational psychology. She has operated a private consulting practice in Sydney's CBD for over 13 years, and commenced her personal and executive coaching business in 1999. Jill is a member of the AICD's Coaching Register and a member of the coaching management team for the MBS Mt Eliza Executive Education Coaching and Facilitation programs. She has run a number of PD programs in personal and executive coaching, and for the past three years has taught Coaching and Positive Psychology on the Psychology Masters Programs at Macquarie University, Sydney. Jill is currently serving as Chair on the Board of a not-for-profit organisation.

Virginia Mansell

Virginia Mansell is Co Founder and Executive Director of the Stephenson Mansell Group (SMG). Virginia is also a leadership and organisational consultant, executive coach and coach facilitator at SMG.

Virginia's client list includes senior executives, EGM's and CEO's from top ASX 100 Australian companies.

A registered psychologist for 16 years, Virginia has 30 years experience in Human Resource Management, Counselling Psychology, Psychotherapy and Organisational Consultancy.

Educated with a BA Psych (major in Psychology and Statistics) and a post-graduate degree (high distinction) in Counselling Psychology, Virginia believes that professional training backed by a clinical skill-base is important credentials for executive coaching.

Dr Chris Nunns MAPS

Chris is a registered psychologist who has international experience in the areas of strategic leadership resourcing, as well as assessment, coaching and development of executives across a range of industries in both the Public and Private Sectors.

In his current role as Leadership Strategy Consultant for Deloitte Australia, he heads up Partner leadership development. Prior to that, he ran his own Sydney-based company, Executive Capability International. He is a past National Convenor for the IGCP of the APS. Previous work experience also includes a senior HR

executive role in a multinational beverage corporate as well as working as a tenured academic at the University of the Witwatersrand, Johannesburg.

Chris holds a PhD, an MA (with Distinction) and a BA(Hons) in Psychology as well as a post-graduate qualification in HR Management.

Judi Pears B.A., Post Grad. Dip. Psych., M. Org. Psych.

Judi brings to her coaching sessions an extensive background of working with individuals, corporate groups, government personnel, and community organisations. Judi currently manages her own successful psychology practice, which she established in 1996. Her particular area of interest in coaching is to bring more enthusiasm and meaning into our lives. Judi's areas of specialty are: improving leadership skills, improving resilience and self-management skills, challenging and motivating clients to achieve their goals, improving relationships in work teams, and providing accountability.

In addition to coaching, her work includes counselling, rehabilitation, and consultancy services. Prior to operating her own business Judi managed a community-based agency which employed a staff of 17. In this role she gained valuable experience in restructuring an organisation, setting performance standards, developing and implementing policies and procedures. Her role as a manager provided an excellent opportunity for Judi understand and master the challenges associated with leadership, participative decision-making, and implementing change.

One of the highlights of Judi's career as a psychologist was organising a group of consultants who volunteered their services to work with community and local government groups in Russia in mid-1993. She found her psychology skills were really put to the test when faced with co-facilitating group sessions while working through a translator.

Judi completed a Masters Degree in Organisational Psychology in 2003, in which her research focused on support and well-being in the workplace. In 2007, Judi completed the APS Supervisory Accreditation process and currently provides supervision to Psychology graduates. She regularly attends conferences, seminars and workshops to keep up-to-date with her professional knowledge and skills, and remains an active member of several professional associations.

Dr. Timothy J Sharp (a.k.a. Dr. Happy)

Dr. Sharp has three degrees in psychology (including a Ph.D.) and an impressive record as an academic, clinician and coach. He runs one of Sydney's largest clinical psychology practices, a highly regarded Executive Coaching practice, and is the founder & CHO (Chief Happiness Officer) of **The Happiness Institute**, Australia's first organisation devoted solely to enhancing happiness in individuals, families and organisations (<http://www.thehappinessinstitute.com>).

He's taught at all the major universities in NSW and is currently a Clinical Lecturer at the University of Sydney (Clinical Psychology Unit) and an Adjunct Professor (in Positive Psychology) within the School of Management, Faculty of Business at UTS. His primary area of interest is enhancing happiness at work and within organisations and he has, in 2008, established Australia's first National Happiness at Work Index.

In 2008 Dr. Sharp's achievements were recognised by the Australian Davos Connection when he received a Future Leadership Award. Dr. Sharp is also a best selling author (of, among other things, "The Happiness Handbook"), a sought after public speaker, and he makes frequent appearances in the local and international media including being read and heard by millions of people every week in a syndicated newspaper column and radio spot (<http://www.drhappy.com.au>).

Jasmine Sliger

Jasmine Sliger is the Managing Director of JSA International Communications (JSA). She is a communications specialist and cross cultural psychologist who has run an organisational change, training and development consultancy since 1987. The focus is on reviewing communications at both interpersonal and organisational levels, especially within team environments.

International organisational change projects have included mergers and acquisitions, international company improvement projects, corporate identity (cultural), international communication audits, company-wide strategic business planning, joint venture management, and globalising human resources. The firm has extensive experience in building cross-cultural teams, solving intercultural conflicts and coaching executives.

Peter C. Terry PhD FBASES MAPS

Peter Terry is Professor and Head of the Psychology Department at the University of Southern Queensland. He has previously held positions as Professor of Sport Psychology at Brunel University in London and Psychology Coordinator at the Queensland Academy of Sport in Brisbane.

Peter is one of the most experienced sport psychologists in the world. Over the past 24 years, using a coaching psychology perspective, he has provided support across 40 different sports to more than 1,500 international and professional performers, including Olympic medallists in nine sports. Peter has been team psychologist at seven Olympic Games, 16 World Championships, 24 World Cup competitions, nine Wimbledon Championships, one Ashes Cricket series, the 2006 Asian Games, two South East Asian Games, and 18 other major international events (Commonwealth Games, European Championships, etc.). He has been selected for his eighth Olympic Games in Beijing during August 2008.

Author of more than 150 publications, he is a Fellow of the British Association of Sport and Exercise Sciences and past-President of the Australian Psychological Society's College of Sport Psychology. His latest book, *Sport and Exercise Psychology: International Perspectives*, was published in 2007. In the distant past

he played sport at state level in rugby, soccer and athletics, sky-dived with the Red Devils, competed in the British bobsleigh championships, and ran a three-hour marathon. He has now migrated to golf and tennis, both of which he confesses to playing badly.

Peter Webb

Peter Webb is a Leadership Coach Psychologist specializing in wisdom in leadership throughout the Asia-Pacific region. He is the Principal of Sydney-based consultancy ITC, and an Associate Program Director with the Mt Eliza Executive Education Centre - part of Melbourne Business School. He holds a Bachelor of Economics Degree with Honours in Organisational Psychology from the University of Queensland, a Bachelor of Naturopathy Degree from the Australian College of Natural Medicine, and a Master of Applied Science Degree (Psychology of Coaching) from the University of Sydney. He is the author of "Coaching for Wisdom: Enabling Wise Decisions" in: D.B. Drake, D. Brennan, and K. Gørtz (Eds.) (2008), *The Philosophy and Practice of Coaching: Insights and Issues for a New Era* (pp. 161-176), San Francisco, CA: Jossey-Bass.

Ann Whyte

Ann Whyte's contribution to coaching grew from research undertaken at AGSM during a sabbatical year. She combined her background in adult education and sociology with experience as an executive to research links between individual and organisation capability development and performance improvement. With a group of alumni she created Whyte and Coaches, a group that specialises in individual coaching of cohorts of executives to increase both individual and organisation capability and performance. Supervision has been an essential part of their practice from inception. Their methods draw on behavioural sciences, business methods, and diversity principles.

Dr John Zelcer

John is a Corporate Strategy Advisor, Facilitator, Executive Coach and Executive Search Professional whose passion and focus is to help organisations find and develop outstanding leaders and leadership teams. His commercial experience includes healthcare services and products companies in both Australia and the United States. As a medical practitioner he has held academic appointments and delivered clinical practice in both countries.

As an executive coach he works with business leaders and executive teams in the private, public and not-for-profit sectors. His primary focus is strategic leadership performance linked to organisational targets and outcomes.

Dr Tony Grant

Dr Anthony M Grant is a Coaching Psychologist. He holds a BA (Hons) (first class honours) in Psychology, a Masters of Arts in Behavioural Science and a PhD. The title of his PhD thesis was "Towards a psychology of coaching: The impact of coaching on meta-cognition, mental health and goal attainment" and is one of few doctoral thesis that explicitly examine Coaching Psychology. He is both a

practitioner and an academic.

Anthony left school at the age of fifteen with no qualifications, completed his training as a carpenter and ran his own contracting business. Embarking on a second career in direct sales and marketing, he began tertiary studies in 1993 as a mature age student and then commencing a third career in his 30's as a coaching psychologist.

In January 2000 Anthony established the world's first Coaching Psychology Unit at the School of Psychology at Sydney University where he is the director. The unit offers post-graduate degree programs to Master's level in Applied Science (Psychology of Coaching) and the Master of Organisational Coaching and Anthony was instrumental in the development and introduction of these programs. In addition to his academic work, Anthony has considerable coaching experience at senior levels. His coaching research and practice has frequently been reported in the national and international media . He has co-written and co-edited five books on evidence-based coaching and has coaching-related publications in the peer-reviewed and professional press. His books on coaching have been translated into eight languages.

Rosemary Howard

Rosemary Howard commenced in November 2007 as Executive Director and Conjoint Professor at AGSM Executive Programs, part of the Australian School of Business. Rosemary is responsible for the leadership and growth of AGSM Executive Programs and for deepening client partnerships and the alumni network.

Rosemary brings a wealth of management experience to her role with over 15 years executive leadership experience with Telstra in Australia and New Zealand and a further 12 years senior management experience in economic development and innovation in the NSW public sector and almost 10 years experience in public and private education and health sectors in Australia and the US.

Rosemary holds a Bachelor of Science and Masters of Science from UNSW, Graduate Diploma of Management from AGSM. Rosemary was awarded an Australian Government Centenary Medal in 2003 for "service to Australian society in business leadership", and won an Eisenhower Fellowship in 1991.

Alison Wybrow

Alison C. Psychol, (BSc(Hons), PhD) is an experienced occupational and coaching psychologist who focuses on building individual contribution and organizational excellence. Alison has nearly 20 years experience working as a psychologist within business in the UK. Early in her career, Alison was involved in researching organizational development and change in the manufacturing and service sectors, supporting her clients to develop and evaluate change strategies. Alison has worked in the private sector for 10 years, gaining rich cross-sector experience.

Alison has been at the forefront of the development of the coaching psychology

profession in the UK, and is currently Chair of the Special Group in Coaching Psychology of the BPS. She has recently worked with Stephen Palmer to publish a "Handbook in Coaching Psychology: A guide for practitioners" through Routledge.

Josephine Palermo

Lecturer, Organisational and Industrial Psychology, Deakin University. Senior Associate, OEC.

Josephine's career has involved extensive research and practice in large organisations. Prior to joining Deakin, she held senior positions at two Australian universities with responsibility for quality management systems including the development of performance indicator systems, policies, procedures and strategy. Recent consultancy work has included executive development, leadership coaching and whole systems change interventions for the higher education, health and legal sectors in Australia, the government of the Sultanate of Oman and, through OEC, with the HR Division of Toyota Australia. Josephine has extensive experience in the facilitation of large group events and workshops.