



Karen Conaghan
ILP Member

Experience Summary

Karen Conaghan has an extensive corporate background as a line manager and team leader with over 25 years experience in both government and private sector – including sales, marketing, banking and finance, information technology, transport and manufacturing.

Karen has significant experience with senior partners and leadership teams of professional service firms – legal and accounting. Her background in corporate training and development, counselling, group facilitation and individual and team coaching provides a strong platform for developing individual and group performance.

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.

Karen has a proven ability to easily connect, establish trust and be insightful and accurate. Her approach is proactive, solution and outcomes focused. In supporting leaders, she brings insight, pragmatism and energy to performance conversations.

Karen's coaching and consulting approach is non-threatening, yet direct, consistent and accountable. Clients value her ability to quickly 'get to the heart of the matter' ensuring individual and team sessions are focused & purposeful interactions creating movement, accountability & action.

Key note areas are high performance cultures, developing leaders with strong interpersonal skills that drive & lead change, creating stronger engagement and accountability within the workplace, dealing with generational diversity & retention strategies.

Areas of Expertise

- Consultant, Coach, Facilitator
- Executive, Leadership & Team Coaching
- High Performance Teams & Cultures
- Coaching For Performance- Skill Training for Managers
- Innovative Leadership Programs
- Effective Interpersonal Communication Skills
- Performance Management & Retention Strategies

Industry Experience



- Extensive corporate background as a line manager and team leader with over 25 years experience in both government and private sector – including sales, marketing, banking and finance, information technology, transport and manufacturing
- Significant experience with senior partners and leadership teams of professional service firms – legal and accounting
- Background in corporate training and development, counselling, group facilitation and individual and team coaching provides a strong platform for developing individual and group performance
- Since 2000, Karen has coached & partnered with senior executives from some of Australia’s largest corporations including ,but not limited to, AGFA, Ansell, American Express, Pricewaterhouse Coopers, Pfizer, Allens Arthur Robinson, Thiess, Claude Neon, Honeywell, BDO Kendalls, Footlocker, Ray White Corporate, Toyota, Mallesons, Sinclair Knight Mertz
- Appointed as Queensland representative on the following National Coaching Panels -Australian Tax Office, National Australia Bank, MLC, BNZA, Westpac, Macquarie Group

University, Training & Industry Qualifications

- Bachelor of Social Work, Uni of New South Wales
- Graduate Diploma of Education, BCAE
- **Master Certified Coach** (MCC), International Coach Federation
- Graduate Corporate Coach U-BCEFT
- Master Facilitator for The Coaching Clinic® & Essential Conversation for Developing Others© & PCSI©, Corporate Coach U
- Coaching Essentials for Leaders©- Ken Blanchard Companies
- Lominger Voices 360©
- Hogan (HPI), (HDS) & (MVPI)
- Genos Emotional Intelligence 360 & Motivating and Engaging Teams (MET)©
- Team Management Systems (STDP)
- IOWEU©-Building Buyer Relationships
- Conflict Dynamic Profile (CDP) – Eckerd College
- Extended DiSC©
- Certified Assessor The Booth Companies
- Accredited Senior Coach Level 3 -RCS
- Certificate IV, Workplace Training and Assessment

Career Achievements

- Sole Asian Pacific Executive Coach for The Ken Blanchard Companies
- Executive Coach of the Year 2002 The Chief Executives' Accelerated Leadership Development Program (ADLP) Queensland Rail
- Presenter International Coach Federation Australasian Conference 2005 - Beyond One on One Executive Coaching
- Finalist 2006 AHRI Awards Excellence in Leadership- Consultant category.
- International Facilitator Coaching Essentials- Asia Pacific- Shanghai

Testimonials

"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**

"Karen is a perceptive listener & progressive thinker who gave me valuable insights to facilitate a restructure of the business and change the way forward." **Managing Partner NAB**

"Karen is a dedicated and enthusiastic coach. With her skilful questioning mannerI discovered some of the secrets of leadership. Karen didn't give solutions but enabled me to travel a journey to find the solution that worked best for me. I found that this method of discovery was very powerful and this enabled me to achieve positive results. I have no hesitation in recommending Karen as an executive coach to anyone wanting to improve their leadership skills or general team or personal performance." **Senior Engineering Manager QR**

"Karen Conaghan is an exceptional leadership coach. Her frameworks and approach are transparent and consistent. I particularly appreciate her the ways that she respectfully challenges her clients to focus on behavioural change in addition to self reflection and insight. She is adept at working with all levels of management from new team leaders to senior executives. She also can work across sectors including corporate, government and not for profit. Her personal qualities of approachability, personal warmth and integrity only add to her personal and professional competence." **CEO Not for Profit**

"Karen was an attentive listener and very clever in terms of strategies and tactics, she solicited form me and both shared...she challenged me to become clear about execution of strategies that proved effective...I gained lot form our session" **Senior Manager ATO**

"I was stuck in a comfortable rut. I wanted a life - variety, challenge, adventure, and creativity - but was too scared to try, what if I failed? It was too easy to sit back, take the easy option, but be bored and unfulfilled. Karen dragged me kicking and screaming to a new vision of what I could achieve, and we laughed together all the way." **Senior Manager Corporate**

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**

"I designed and co-facilitated a number of workshops with Karen and found her to be a wonderful person to work with. Karen is creative, inspiring and a natural collaborator. Right from the outset, it was clear that working with Karen would be an rewarding experience!" **Global Business Development Manager**