



**Kaye Kurth**  
ILP Coach

### Experience Summary

The attraction of coaching as a profession for Kaye came from the belief that if individuals take control of their lives, set goals, have effective plans that will help them achieve those goals and have support for the critical parts of the learning journey then they will be best placed to find that most sought after goal - 'freedom to choose'. Effective coaching also helps to build the resilience needed to live a quality and highly productive life in these times of rapid change.

Results speak for themselves. Kaye's clients, and their managers, report an enhanced ability to self-manage – to live and work in a more consciously aware, focused and happier state. They are more productive, but not at a personal cost, and are reaping the benefits of changed attitudes and behaviours both at work and in their private lives. Kaye's approach is practical and energetic with a clear focus on client needs.

### Coaching Experience

Kaye has been coaching individuals from both public and private sector organisations for seven years. Major clients include Queensland Rail, Department of Main Roads, Rio Tinto Coal Australia, Queensland Health and Griffith University. As Executive Coach in QR's prestigious Leadership Program Kaye won Coach of the Year three out of the five years the Program was offered. The main criteria for the Award were 'most significant change evidenced in the workplace – personal development and contribution to the business. Managers of Program participants had significant input into the final decision.

As well as individual executive and life coaching Kaye has also run group coaching sessions where theories and models are discussed and used in a way that allows participants to identify their own goals and dreams, identify required skills, assess skills gaps, identify challenges and ways to address them and then determine actions that will ensure they achieve the desired outcome.

Through her business, CoachConnect, Kaye has a partnering arrangement with The Life Coaching Institute who use Kaye's expertise and experience to coach, supervise and then mentor graduates who are transitioning into their own businesses.

Kaye has completed over two thousand (2,000) verifiable paid hours of coaching, for the most part with long-standing and valued clients.

### University, Training & Industry Qualifications

- Certified Learning and Development Practitioner
- Certificate IV in Facilitation
- Diploma of Counselling
- Certified Clinical Counsellor with advanced accreditations in Workplace applications
- Certified Personality Compass Type Instrument (PCTI) Consultant
- Accredited in the administration and interpretation of Myers-Briggs Type Indicator
- Certificate IV Workplace Training and Assessment
- Project Management (QUT)
- Certified to train in Quality Management (Enterprise Australia)
- Partial completion of Cert IV Life Coaching (outstanding modules: Promoting the Business, Business Planning, Legal requirements for establishing a business and Occupational Health and Safety)

### Models & Tools Used

- GROW Model
- Belbin Team Roles
- 360 degree Feedback (used in every Corporate Program over seven years)
- Skills Gap Analysis
- Leadership Dimensions (self-score)
- Goal Setting and Action Planning
- Advantedge Situation Review, Decision Making and Problem Solving
- Values analysis
- Change Management Process
- Life Balance Wheel

### Specialty areas

- Performance Management
- Change Management
- Leadership Development
- Team Management
- Conflict Management
- Knowledge Transference
- Managing Difficult People
- Interest Based Negotiation
- Dealing with Difficult People
- Effectively managing stress levels
- Self and reputation management