



## Angela Richardson, M<sub>Org</sub>Psych, FCPHR, GAICD

*Coach and People Performance Expert*

### Overview

A Masters qualified, leadership and people performance expert with 20 years' experience in advising, mentoring, and coaching leaders. Experience in manufacturing, transportation, government, and non-profit sectors both in Australia and the USA.

Strong experience in designing and delivering leadership development programs and development workshops as well as individual coaching and mentoring engagements. Strong experience in delivering team/organisational solutions to improve leadership and people performance. Recent experience includes the following:

- ☑ **Coaching:** Provided coaching and mentoring to senior leaders using the Human Synergistics LSI coaching tool resulting in improved leadership and team performance. Facilitated group coaching with senior to frontline leaders over two years as part of a broader leadership development program. Provided individual coaching to those leaders struggling to improve their skills.
- ☑ **Leadership Development:** Designed and implemented multiple leadership frameworks and capability programs – 1,000+ leader participants. Improved leadership performance through self-insight and building effective practices that tap into different styles. Re-designed and implemented a company-wide performance process and tools (including a new cloud system) which resulted in a positive shift in performance culture and business results.
- ☑ **Advisory:** Partnered with Board members, Executives, and senior leaders, to advise on a wide range of people performance strategies and/or issues. Supported leaders in understanding the reasons for good and poor performance outcomes and supported them to make the necessary changes. Strategies included improving communication practices, reporting, people processes & systems, and organisational structure or job design.

### Qualifications

- **Indicator of Abiguity, IAm®** - Certified Practitioner, May 2024
- **Company Directors Course**, Australian institute of Company Directors, 2017
- **PROSCI Certified Change Practitioner**, PROSCI, 2021
- **ICAgile Certified Professional**, ICAgile, 2021
- **PCI Change Practitioner**, Change First, 2015
- **Results Certificate in Coaching**, Neuroleadership Group, 2013
- **Accredited Practitioner in LSI and GSI**, Human Synergistics, 2010
- **Certificate IV in Workplace Assessment and Training**, ATC, 2008
- **Human Resources Generalist Certificate**, George Washington University, 2005
- **Masters of Organisational Psychology**, Griffith University, 2003
- **Bachelor of Psychology (Honours)**, Griffith University, 1998