

Personalised Organisational Development Solutions

Helping improve employee experience and engagement to increase business outcomes

www.odconsulting.com.au



KATHLEEN GAYNOR

Experience You Can Count On



Kathleen Gaynor is an experienced organisational development professional with extensive experience supporting change at the enterprise-wide and business unit level.

Her vast experience includes working with small and large organisations, both locally and internationally. She has experience in professional services, post-graduate education, retail, construction, government, legal, not-for-profit and financial services.

She has expertise in leadership development, professional skills, organisational culture, diversity & inclusion, leadership & culture diagnostics, workforce learning & development, and competency mapping.

Kathleen holds a Bachelor of Business (Management and Psychology), qualifications in Instructional Design, Agile and Coaching as well as accreditation in many leadership and culture diagnostics including Hogan, The Leadership Circle, Barrett Values, viaEDGE, EQi and MBTI.

LEADERSHIP
CIRCLE

KORN FERRY®

ICF International
Coaching
Federation

EQ-i^{2.0}
assess. predict. perform.

HOGAN

atd Association for
Talent Development

BARRETT VALUES CENTRE

Scrum.org™
The Home of Scrum

The Myers-Briggs
Company

OUR SERVICES



EXECUTIVE COACHING

Need direction for your next career step but don't know where to start? High potential talent that's so close but not quite there for all key capabilities? Need to build your confidence and executive presence?

Engage in a confidential conversation with a trusted and experienced executive coach.

Coaching is an alliance between a coach and client in a thought-provoking and creative process that inspires the client to maximise personal and professional potential.

It facilitates the creation of personal, professional, or business goals and the strategy and actions for achieving those goals. Confidentiality, ethical guidelines, and standards as set by the International Coaching Federation are meticulously upheld.



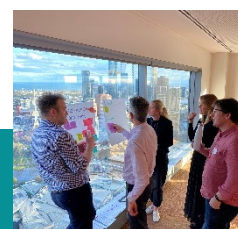
LEADERSHIP & CULTURE DIAGNOSTICS

Do your leaders need to level up? Want to pin-point the areas of your leadership that need work? Seeking to elevate your leadership team's impact?

Undertake a leadership diagnostic to uncover leadership strengths and opportunities for development.

Select from a wide range of well known, reliable and statistically valid individual leadership, collective leadership, organisational culture, emotional intelligence and personality psychometric diagnostic tools.

Comprehensive reports confidentially debriefed by an accredited practitioner help individuals and teams enhance self-awareness, improve team dynamics, promote accountability and growth, support cultural transformation, talent management and succession planning.



LEADERSHIP DEVELOPMENT PROGRAMS

Leadership capability holding you back? Need more from your leaders? Want to build the talent of the future? Want to build the leaders to solve tomorrow's problems?

Customised leadership development programs to suit you, your business and your budget.

Leadership development programs including design, development and facilitation for audiences ranging from new managers through to C-suite.

Leadership programs develop and nurture talent, enhance skills, drive creativity and innovation, boost engagement, improve performance, support talent management and succession planning, and promote diversity and inclusion.



EMPLOYEE ENGAGEMENT

Want to have more motivated employees?
 Want to improve your employee experience?
 Not satisfied with your workplace culture?

Undertake an employee engagement diagnostic to learn what motivates and empowers your team

Delivery of organisational culture assessments and action planning. Design and facilitation of cultural transformation initiatives to address hot spot and targeted areas.

An engagement survey measures the degree to which employees feel valued in your organisation. Undertaking the survey will give employees the opportunity to share their concerns and suggestions and provides insights into what drives engagement and what might be hindering it.

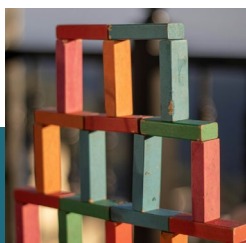
DIVERSITY EQUITY & INCLUSION

Want to improve the diversity of your workforce? Want to create a culture where your employees feel like they belong and can bring their whole selves to work? Want to move beyond diversity to creating an inclusive culture?

Build diversity, equity and inclusion capability by building awareness and insights about inclusive practices.

Inclusion maturity analysis, including improvement plans, data analytics, workplace policies and Rainbow Tick Accreditation.

Inclusion courses that can be tailored to meet the unique needs of your organisation including Diversity, Equity & Inclusion Awareness, Unconscious Bias, Inclusive Leadership, Gender Equity, Cultural Awareness, LGBTIQ+ Inclusion and Disability Confidence.

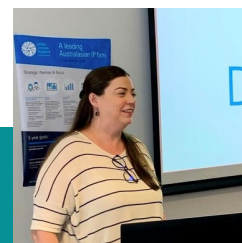


CAPABILITY FRAMEWORKS

Want to align your workforce capability with business strategy? Need a structured approach for talent development? Eager to unlock the full potential of your employees' abilities?

Full project management including scoping, analysing internal and external factors, alignment with existing infrastructure, engaging stakeholders and design of fit for purpose capability frameworks that align to organisational development best practice.

Capability frameworks clarify expectations, support career planning, embed values, and attract and retain talent in a competitive market.



LEARNING & DEVELOPMENT PROGRAMS

Know the learning need you have but don't have the internal capability to design and deliver? Need a seasoned facilitator to build your employee's professional skills?

Designing and facilitating tailored learning and development interventions for various topics, encompassing both technical and interpersonal skills. Outcome focused instructional design incorporating best practice adult learning principles and leveraging varied learning modalities.

Explore our diverse selection of learning opportunities to identify programs that are available now and can be modified to align with your organisation's requirements.

LEARNING CATALOGUE

ESSENTIAL PROFESSIONAL SKILLS FOR ALL



Bridging the Generational Gap with Gen X/Y Leaders

- Understand Gen X and Gen Y characteristics, values, and communication styles.
- Adapt work habits and goals to different generations.
- Learn building rapport, seeking mentorship, and navigating challenges in a diverse generational workforce.



Change Management

- Grasp change management principles and theories.
- Develop effective communication skills.
- Acquire strategies for leading and navigating organisational change.
- Implement tools and methodologies to plan, implement, and monitor change initiatives.



Communicating with Impact

- Enhance self-awareness for conscious communication.
- Recognise diverse communication styles.
- Purposefully communicate for desired responses.
- Develop tailored communication strategies for diverse interactions.



Crafting Personal Brand

- Discover how personal brand shapes career opportunities, perceptions, and relationships.
- Assess strengths, skills, values, and passions shaping your brand.
- Reflect on articulating your unique value proposition.
- Learn to communicate your brand effectively in diverse settings.



Emotional Intelligence

- Discover the history of emotional intelligence.
- Identify how emotions influence behavior.
- Explore emotional intelligence's relevance in relationships.
- Identify personal strengths and areas for growth.
- Discuss interactions among emotional intelligence components.



High Impact Presentations

- Identify audience needs.
- Design sessions using adult learning principles.
- Create engaging environments.
- Utilise facilitation techniques: body language, voice, participant management, and visuals.
- Enhance presentation design and delivery.



Leveraging Feedback & Building Relationships

- Explore strategies for personal and professional growth.
- Seek and utilise constructive feedback effectively.
- Provide impactful positive and developmental feedback to others.
- Delve into relationship-building tactics to leverage connections for career advancement.



Problem Solving

- Recognise problems and the problem-solving process.
- Determine information to gather and key questions.
- Use tools to generate solution ideas.
- Identify tasks and resources for implementation.



Time Management

- Set SMART goals.
- Employ time management strategies.
- Prioritise and plan tasks.
- Identify and address time wasters.
- Implement strategies for work-life balance.

LEARNING CATALOGUE

BUILDING LEADERSHIP CAPABILITY



Building High-Performing Teams

- Foster collaboration and trust among team members.
- Enhance team communication and problem-solving skills.
- Implement conflict resolution and consensus building.
- Promote accountability and goal alignment.



Coaching for People Leaders

- Explain what coaching is.
- Demonstrate the benefits of coaching.
- Implement a structured model for coaching people.
- Apply different coaching and questioning techniques to support growth.



Collective Leadership

- Explore the benefits of collective leadership.
- Cultivate trust and psychological safety to encourage authenticity, vulnerability, and risk-taking.
- Articulate a shared vision, setting common goals, and aligning individual and collective efforts.



Emotional Intelligence in Leadership

- Identify the core components of emotional intelligence.
- Develop self-awareness and self-regulation skills.
- Enhance empathy and interpersonal relationships.
- Apply emotional intelligence to decision-making.



Feedback for Performance

- Discuss a leader's role in creating a learning culture.
- Identify strategies to overcome barriers to delivering feedback.
- Articulate the purpose for giving feedback.
- Practice giving meaningful feedback.



Leading Through Change & Uncertainty

- Unpack the nature and impact of change and uncertainty.
- Develop resilience and adaptability capability.
- Communicate effectively during times of change.
- Lead teams through transitions with clarity and confidence.



People Leader Fundamentals

- Explore expectations of people leaders.
- Increase awareness of own and others' preferences.
- Apply time management tools.
- Delegate, motivate and deliver effective feedback.
- Coach for individual growth.



Strategic and Systems Thinking

- Examine an organisational effectiveness model.
- Analyse a macro model to understand the external factors that impact organisations.
- Explore collaboration strategies, and how to apply an integrated perspective.



Strategies for Leading Generation Z teams

- Identify defining traits of Generation Z, including values and communication styles.
- Recognise how these traits impact workplace dynamics.
- Explore adapting leadership to engage and motivate Gen Z.

LEARNING CATALOGUE

CULTIVATING DIVERSITY, EQUITY AND INCLUSION



Cultural Awareness

- Describe what culture is.
- Utilise Hofstede's dimensions of culture to measure differences in values across cultures.
- Identify the different stages of cultural adaptation.
- Implement cross cultural communication techniques.



Disability Confidence

- Define disability and identify relevant legislative frameworks.
- Discuss the experience of disability discrimination.
- Explore the social and medical models of disability.
- Identify workplace adjustments to support those with disability.
- Apply inclusive language and communication principles.



Diversity, Equity & Inclusion Awareness

- Define diversity and inclusion.
- Explore how inclusion helps create a sense of belonging and increases performance.
- Describe what organisations can do to create inclusive workplaces.
- Identify actions to create an inclusive environment.



Gender Equity

- Identify gender biases and inequalities in the workplace.
- Create leadership practices that promote gender equity.
- Explore strategies for developing and implementing gender-inclusive policies and procedures.
- Raise awareness and empathy regarding gender dynamics.



Inclusive Culture

- Examine social norms and their impact on workplace culture.
- Address detrimental norms within the workplace.
- Evaluate the organisation's current cultural landscape and identify areas for enhancement.
- Craft the organisation's culture action plan for improvement.



Inclusive Leadership

- Discover how active inclusion fosters high-performing teams.
- Define your social style and compare to others.
- Highlight actionable steps for individuals and organisations to cultivate inclusivity.
- Identify actions to enhance your inclusive leadership practices.



Unconscious Bias

- Discuss the innate role of bias in human cognition.
- Recognise how unconscious biases influence decision-making processes.
- Implement actionable strategies to mitigate bias within the workplace
- Foster a more equitable and inclusive environment.



LGBTIQ+ Inclusion

- Describe different components of gender and sexuality.
- Identify LGBTIQ+ recognition milestones.
- Articulate the impact of discrimination on the LGBTIQ+ community.
- Implement strategies to be an active LGBTIQ+ ally in the workplace.

HOW IT WORKS

1. EXECUTIVE COACHING

Confidential and thought-provoking conversations to facilitate the development of personal, professional, and business goals, with a strategy for achieving them.

2. LEADERSHIP & CULTURE DIAGNOSTICS

Undertake a diagnostic to uncover leadership strengths and opportunities for development. Qualified practitioner in the following diagnostics:

- Hogan – 360, HPI, HDS, HMPVI
- The Leadership Circle Culture Survey
- Barrett Values Transformation Tools
- The Leadership Circle 360
- viaEDGE Learning Agility
- EQ-i 2.0 and EQ 360
- MBTI Step I & Step II

3. LEADERSHIP DEVELOPMENT PROGRAMS

Leadership development programs including design, development and facilitation for audiences ranging from new managers through to C-suite.

4. EMPLOYEE ENGAGEMENT

Delivery of organisational culture assessments and action planning. Design and facilitation of cultural transformation initiatives to address hot spot and targeted areas.

5. DIVERSITY, EQUITY & INCLUSION

Inclusion maturity analysis, including improvement plans, data analytics, workplace policies, Rainbow Tick Accreditation and facilitation of capability uplift programs.

6. CAPABILITY FRAMEWORKS

Full project management including scoping, analysing internal and external factors, alignment with existing infrastructure, engaging stakeholder and design of fit for purpose capability frameworks that align to organisational development best practice.

7. LEARNING & DEVELOPMENT PROGRAMS

Design and facilitation of tailored learning and development interventions for various topics, incorporating best practice adult learning principles and leveraging varied learning modalities.

WHY OD CONSULTING

Strongly values-oriented, Kathleen brings a unique perspective to organisational development opportunities.

Kathleen believes in the growth and potential of people and organisations and has delivery experience ranging from strategy to execution.





“Kathleen is unique in the value she brings to consulting engagements. She has both deep technical skills and a broad strategic lens - providing clients with tailored solutions that reflect the broader organisational context. She is confident, highly credible at executive level, and a delight to work with.”

Rachael Kelly

**HR Executive,
Big Four Professional Services Firm**

GET IN TOUCH TODAY

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