



Self-funded executive coaching

A unique, self-funded individual coaching program for people who want to lead with more confidence and courage - and get some time back to think

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Fiona ROBERTSON



Why the program is needed

You normally thrive in a fast-paced environment.

But right now you feel a bit like that guy at the circus spinning the plates on the sticks – so much going on there only seems time to figure out which plate is about to fall and run towards it hoping you'll know what to do when you get there.

You could use an experienced thought partner who will help you press the pause button, get some space to think and learn some useful tools and mental models.

Between conversations you can apply them, figure out what works best for you and steadily transform yourself into a more confident and courageous leader.

You can't stop the waves, but you can learn to surf.

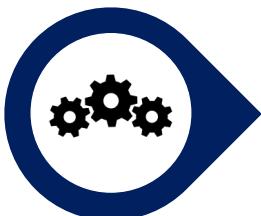




What the program looks like



Personality profiling questionnaire (OPQ)



A huge range of tools, models and reference materials, including Fiona's new book (2020)



Six 1:1 coaching sessions of 60 minutes

The Occupational Personality Questionnaire (OPQ) is one of the most widely used and respected measures of workplace behavioural styles in the world. Participants receive an individual report that shows their unique style preferences and this is debriefed in detail to identify relevant insights.

Over her more than 30 year career in business, leadership, culture change, teamwork, career coaching, communications and branding, Fiona has amassed a huge range of tools, models and reference materials. Once the objectives for the program have been agreed, Fiona will share the tools that are the most relevant for your current career and leadership challenges.

Six coaching sessions of 60 minutes are scheduled over four months. The first session is used to understand your specific issues and agree objectives. The second is to fully debrief the OPQ personality profiling tool and after that the conversations focus on solving current career and leadership challenges, learning new tools and applying them in the real world.



Program Overview

Session 1



Two weeks apart

Session 2



Two weeks apart

Session 3



Three weeks apart

Session 4



Three weeks apart

Session 5



Three weeks apart

Session 6



Understand specific leadership & career challenges – define 2-3 key objectives for the program

Debrief the Organisational Personality Questionnaire (OPQ)

Solve real work problems, apply tools and reflect

Half time check-in – review progress against objectives

Solve real work problems, apply tools and reflect

Plan the best next steps for you to take to continue your development journey – set you up for future success

About Fiona



An expert in leadership and culture, Fiona has worked with dozens of large and small organisations in Australia and overseas and coached numerous leaders at all levels.

Clients have included IBM, Nasdaq, McKinsey & Company, Oracle, ANZ Bank, Telstra Business Systems, Kimberly Clark, Monash College, Newcrest, Freehills, the Department of Human Services and the Municipal Association of Victoria.

She has also spent twelve years in executive positions with the National Australia Bank including leading their market research function and several key transformation roles. Most recently she was Head of Culture during a period which included the introduction of a new set of values and a purpose for the organisation.

Fiona holds an MBA from London Business School and is a Graduate of the Australian Institute of Company Directors and the Institute of Executive Coaching and Leadership.

Testimonials

KM

Fiona's coaching has helped me significantly in my role. She is empathetic and compassionate and combines that with great business acumen. Because she has been a senior leader, she knows what it's like to be in my position. She has helped me to work more on my business than in it, which is helping me and helping my team. I particularly value the opportunity to work through real life business scenarios, apply her tools and reflect on the results. I always feel great after a session with her.

Kylie Maxwell, Executive General Manager, AHS Hospitality

AR

Fiona is one of the rare people you come across in your career who truly inspires. She has an instinctive understanding for where people are at which is matched with an equal amount of genuine caring. She asks the hard questions and challenges you to go deeper and harder to find solutions you never thought possible. She is smart, insightful and engaging and she absolutely delivers absolutely all the time. Spending time in her company is worth every moment.

Allison Robison, General Manager,
Employee Transition, National Australia Bank

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JS

Fiona was a wonderful coach for me as I entered a new leadership role. I went from feeling pretty overwhelmed to being able to see patterns in my behaviour and the behaviour of my colleagues and team that I simply hadn't been aware of before. Fiona's warm and personal coaching made it so now I can't un-see those patterns and the frameworks she shared make my working life easier every day. She really helped me to grow as a leader, which has been great for me and the people I work with. I would recommend her for anyone who needs to stop and see what's going on under the surface. And we had some good laughs along the way too!

Joyce Seitzinger, Learning Design Director, RMIT Online

JB

I have really loved working with Fiona and have learned so much from her experience and wisdom. My manager tells me he is delighted with the changes I've made and has received lots of positive feedback from others. I would recommend Fiona as a coach to anyone who wants to become a better leader.

Janet Bourne, Deputy CFO, Slater + Gordon