



# Professional Profile: Sean Irvine BEng (Hons) Manufacturing Engineering, MBA (Technology Management).

## Experience

Sean is an organisational coach with 7 years' experience as an internal organisational culture change leader, team coach and executive coach.

Prior to Sean's move into roles focused on building human capability, he was an engineer and operations leader with qualifications in manufacturing engineering (BEng hons) and business (MBA). During his 26 years in the manufacturing industry, he has successfully led many different functions, teams and operations. He has spent significant time in large corporates and in SMEs.

I have worked with Sean for several years in both a Joint venture then as part of a larger organisation. Sean had a significant impact on building the culture and team effectiveness of several of our manufacturing sites. Using a team diagnostic approach to understand strengths and opportunities, to then begin the behavioural change process. I would recommend Sean to any organisation that was looking to improve its culture and/or team effectiveness. Senior HR Manager.

## Approach

Sean believes that it is an organisation's culture that delivers on strategy. Similarly, it is a team's dynamics (how they feel expected work together) that delivers the team's goal.

Sean has a deep understanding of the causal factors and conditions that drive effective cultures and teams. Sean supports organisations to build an environment where individuals and teams can perform at the highest levels.

In parallel with work on structures and systems, Sean supports leadership development through his empathetic but challenging coaching approach.

## Professional Expertise

Organisational Culture Change, understanding the drivers of behaviours within organisations, helping leaders change these drivers and build effective cultures.

Team Design and Consultation, building the underlying conditions for effective teams, creating a psychologically safe environment, and coaching key on task processes to create high levels of team effectiveness.

Coaching leaders to build a positive impact on their own and others performance.

Sean is a change agent with exceptional insights into workplace culture and team effectiveness, I have worked with Sean through several major workplace changes and Sean's no-nonsense approach quickly and reliably identifies strengths and opportunities. Sean's application of practical solutions appeals to both frontline teams and Senior leaders alike, I would highly recommend Sean to assist with any Cultural and Human Resource challenges or improvements you would like to implement. Senior Operations Manager.

## Personal Side

Sean is a Recreational Dive Master and Technical Diver. He enjoys supporting new divers to become competent and confident underwater. He is an underwater videographer, colour grader and editor and posts his videos online.

Sean grew up in Northern Ireland during the time of the Troubles. As well as broadening his perspective to make sense of complexity, this has given Sean a passion of collaboration, valuing the perspectives and learnings from all backgrounds and academic disciplines.

He is also a NIDA qualified stand-up comedian in his spare time.

### Current Clients

CSR Ltd  
Macquarie Graduate School of Management

### Qualifications

Masters of Business Administration (Technology Management). La Trobe  
BEng (hons) Manufacturing Engineering. Queen's University of Belfast

Organisational / Executive Coach, Level One. Institute of Executive Coaching

### Professional Associations

6 Team Conditions, Faculty Member  
Member of the Association for Coaching  
Certified Professional Member of the Australian Human Resources Institute

### Accreditations

6 Conditions for Effective teams Team Diagnostic Survey  
– Advanced Practitioner  
Hogan HPI, HDS & MVPI  
Human Synergistics OCI/OEI (Organisational Culture Inventory / Organisational Effectiveness Inventory),  
CSSS (Customer Service Styles Survey, LSI 360 & GSI.