



## DUNCAN SUTHERLAND JP PCC

### Executive Coach

Director,  
Duncan Sutherland Pty Ltd

### Areas of Expertise

- ❖ Executive Coaching and Mentoring
- ❖ Leadership Development
- ❖ Vision and Strategic Direction
- ❖ Communication and Relationships
- ❖ Governance and Corporate Responsibilities

### Qualifications

- ❖ B Sc Agr, Dip Ed,
- ❖ M Ed Admin,
- ❖ Grad Dip Int Studies (Chinese),
- ❖ Grad Dip Org Coaching and Leadership,
- ❖ Grad Cert Applied Management

### Accreditations

- ❖ Professional Certified Coach with International Coaching Federation
- ❖ Institute of Executive Coaching and Leadership Level 3
- ❖ The Leadership Circle
- ❖ Team Management Profile
- ❖ Hudson Tools for Talent

### Memberships

- ❖ International Coaching Federation
- ❖ NSW Justices Association



## EXECUTIVE COACH PROFILE

Duncan Sutherland is a Professional Certified Coach with the International Coaching Federation. He has extensive experience in executive coaching, leadership assessment, consulting and group facilitation, with clients in both the private and public sectors ranging from CEOs to front line managers. His key strengths are in leadership development through the mobilisation of the soft skills, coaching skills for managers, professional development of staff, performance appraisal, developmental coaching, as well as leadership and capability assessment.

Duncan has a strong public sector background at the executive level in education, emergency services and justice services. He has successfully managed government business enterprises and projects, both within NSW and internationally.

Duncan's specialty is developmental coaching using a strength-based future-focused approach based on models of adult development, positive psychology and neuro-science. He is accredited for *The Leadership Circle* leadership effectiveness development tool, and for the *Team Management Profile*. Where appropriate Duncan uses a range of other tools including the *VIA Signature Strengths* analysis, *Big 5 Personality* assessment, and *DISC* analysis. Duncan has extensive experience in face-to-face, phone and SKYPE coaching delivery.

Duncan is passionate about supporting others to find meaning and purpose in their lives through development of their engagement, aspiration and ability across both their professional and personal lives. He believes in the strength of living life to the full based on leadership, robust values and moral courage.

### Range of clients

With over 1,100 hours of experience as an executive coach, primarily in the public and NFP sectors, and extensive experience in assessment centres from initial recruitment to executive levels, Duncan's clients include the NSW Leadership Academy, the Administrative Appeals Tribunal, Transport for NSW, the Department of Human Services, NSW Treasury, NSW Corrective Services, NSW Family and Community Services, and a number of private sector organizations including Telstra, and KPMG. Duncan has worked extensively in leadership development in the NFP sector. Leadership assessment projects have included the NSW Public Service Commission's Executive Development Program, the Department of Immigration and Border Protection's Leadership Assessment Program, and the Indigenous Apprenticeship Program.

### Government Referee

Ms Sian Leathem, Registrar, Administrative Appeals Tribunal,  
[sian.leathem@aat.gov.au](mailto:sian.leathem@aat.gov.au), 0418 127 624.

### Testimonial

Duncan has been my coach through the Premiers Leadership Academy for the last 7 months. Immediately Duncan established a professional rapport with me and encouraged me to explore areas of my Leadership styles that had not been challenged before. I have had the opportunity in my career to have many coaches and this has been unique due to the experience and style of coaching Duncan offers. I would strongly recommend anyone who is has consistently applied tried and tested leadership and achieved results but has a desire to push their limits and explore the opportunities unknown, to engage with Duncan, as he will definitely open your mind to your broader capabilities.

### Susannah Le Bron

Executive Director, Customer Service, **Sydney Trains**

## SEAN O'TOOLE EXECUTIVE COACH & FACILITATOR

### EXPERTISE / SPECIALISATIONS

- Leadership and career development
- Organisation development and behaviour
- Workshop facilitation
- Indigenous cultures
- Multicultural differences



### RELEVANT EXPERIENCE

Sean has 25 years' experience in adult education across government, the corporate, vocational, higher education and not-for-profit sectors. He is an experienced Executive Coach and has attained all three levels of the Institute of Executive Coaching and Leadership program. He is a Churchill Fellow and was the 2015 Fulbright scholar in vocational education and training. He has undertaken complex educational research projects internationally and presented at conferences and public forums in Australia and internationally. He has led the learning function in three large government organisations, managing the development of a range of industry leading and award-winning capability building initiatives for individuals, teams and organisations. Sean is the author of five books and more than 60 journal articles and presentations on adult learning and organisation development. He is a skilled communicator and an innovative, creative problem solver. As a coach, Sean's strengths are working with managers and leaders to build team dynamics and assist individuals realise and meet their potential. He is also experienced in working with Aboriginal people, those from diverse backgrounds and people new to management and executive roles.

### QUALIFICATIONS & TRAINING

- BA (Communication), Charles Sturt University
- MA (Australian Studies) University of NSW
- MEd Southern Cross University
- G Cert Mgt Southern Cross University
- Organisation Behaviour Harvard University
- Diploma of Government
- Diploma Indigenous Knowledges Charles Darwin University
- Level 3 coach, Institute of Executive Coaching
- Certificate IV TAE 40110



## PROFESSIONAL APPOINTMENTS & MEMBERSHIPS

- Graduate Australian Institute of Company Directors
- Churchill Fellow
- Fulbright Professional scholar
- Member of the Australian Institute of Training & Development
- Member of the Australian Human Resources Institute

## WORKING WITH SEAN O'TOOLE

*"I found Sean's coaching to be extremely helpful in my transition a leadership role. Sean's coaching was of enormous benefit for my development and growth." (Sarah Morris, Manager Client Service NSW Government)*

*"Sean's understanding and appreciation of Aboriginal people and culture and his knowledge and track record of developing people is a powerful combination. He understands the challenges a large government organisation can present for an Aboriginal person." (Simon Jovanovic, Principal Policy Officer, NSW Government)*

*"I felt very comfortable working with Sean. He provided me with transformational support and I couldn't have done it (secured a promotion) without him" (Arvind, Executive Director, NSW Government)*

*"Fantastic. It made me look at things differently. The mode of think and reflect before I take action really works for me" (Roula, Manager Access UTS)*

*"Thank you for assisting me through what was a very busy start to my management career. I have valued this process greatly." (Angela, Manager, Waitara Family Centre)*

*"I enjoyed taking away new things to try from the sessions, filling in the blanks and balancing the way I work. It helped me specifically with building my social network and learning how to apply my strengths." (Danielle, Manager Sustainability UTS)*

*"I have always looked forward to our sessions. It was a very meaningful and authentic process and I feel like to I have grown so much over the past few months as a result." (Phil, Manager Leadership RESMED)*

## GOVERNMENT REFEREE:

**Joy Hiley: Director Workforce Services** | South Eastern Sydney Local Health District  
Tel (02) 9540 7090 | M 0428 464 814 E: joy.hiley@health.nsw.gov.au





*Introducing*

**MERRYL SEMPLE**

### Services

- ❖ Executive Coaching
- ❖ Personal & Organizational Resilience
- ❖ Leadership Development
  
- ❖ Leadership Culture Assessment & Development
- ❖ Capability Assessment and Development
  
- ❖ Facilitation
  - The Resilience Advantage™
  - Change Management
  
- ❖ Accreditations
  - The Leadership Circle
  - PRISM Brain Mapping
  - Licensed HeartMath® Provider
  - Certificate IV in Training and Assessment

Merryl has over 15 years' experience in the field of leadership development and her consulting and coaching services add value to leadership, performance and change initiatives. Her management experience in the public sector saw her responsible for large scale management and leadership development strategy. Merryl is passionate about enabling leaders to be composed under pressure and her focus on building resilience at work, delivers measureable improvements in personal and organisational performance, health and well-being.

Merryl uses a solution-focused coaching methodology with clients to enable changes that can be sustained. Her expertise is founded on a multi-disciplinary approach drawing from the fields of neuroscience, social sciences and psychology and her deep understanding about how people learn. Programs focus on leadership impact, developing authentic leadership behaviours and building resilience. Her executive coaching services include high performance one-on-one coaching. Executives learn to deal with challenges with physiological resilience, optimism and mental clarity. Outcomes support improved decision-making under pressure and enhanced workplace relationships.

Merryl has solid experience in executive assessment and development in the NSW and ACT public sectors using Capability Frameworks. Other services include Team Coaching and employee engagement tools to support the cultural alignment process, as well as the development of impactful and authentic leadership behaviours.

Merryl holds post-graduate qualifications in the Neuroscience of Leadership, Human Resources Management, a Masters of Education and a Diploma in Clinical Hypnotherapy. She has Executive Coaching accreditations from the Institute of Executive Coaching & Leadership.

*Recent clients include the Department of Immigration and Border Protection (ACT); NSW Public Service Commission, Department of Family & Community Services; Specialist Homelessness Services; Roads & Maritime Services, St Vincent de Paul, Illawarra Shoalhaven Local Health District, Mizuho Corporate Bank, Housing NSW, Metcash, Panasonic, Department of Environment, Climate Change and Water NSW (former); DTZ (a UGL company), State Transit Authority, Sydney Ferries Corporation, NSW Legal Aid*

*Pro-bono clients include the Board of NSW Women's Refuge Movement, Youth Off the Streets, The Smith Family*



## TOM LONCAR

### Executive Coach

Director

Tom Loncar Executive Coaching

#### Areas of Expertise

- ❖ Leadership skills
- ❖ Emotional intelligence
- ❖ Resilience and mindfulness in leadership
- ❖ Strengths-based development
- ❖ Thriving in times of change (direct experience in government change programs and the launch of major initiatives such as ATO Change program, digital television regional rollout, the NBN and privatisation/share floats)

#### Qualifications

- ❖ MBA (AGSM/UNSW)
- ❖ Grad Dip Mgt Sc (University of Canberra)
- ❖ B Ec (University of Tasmania)

#### Accreditations

- ❖ Institute of Executive Coaching and Leadership Level 3 (Certified Organisational Coach)
- ❖ The Leadership Circle 360 Assessment
- ❖ R2/Realise2 Strengths Profile

#### Memberships

- ❖ International Coach Federation
- ❖ Professional Member, Career Development Association of Australia

## EXECUTIVE COACH PROFILE

Tom Loncar is a highly skilled leadership and executive coach. He has had successful careers in both public and private sectors before focusing his energy in executive coaching and leadership development. His first career was in federal government as an economist in research and policy roles (across both industry and social policy portfolios), before moving to the private sector where his roles have included Director and co-owner of research consultancy Eureka Strategic Research (sold to France's Ipsos in 2007), Executive Director and member of Ipsos' Australian Executive Board and Research Director of Hall & Partners (a Clemenger-Omnicom company). His consulting has embraced numerous major Commonwealth and State initiatives, including major projects for the ATO, the Department of Employment, NSW Treasury, Transport for NSW, the Department of Human Services, IP Australia, NBN Co, ASIC, the ACMA and the Department of Immigration, among others.

Tom's strategic, organisational and senior decision-maker exposure ensures effective and empathic dialogue with his coaching clients, providing a robust platform for personal insights and growth. His broad training enables him to use a range of coaching approaches including humanistic, strengths-based positive psychology, motivational and narrative frameworks, which may present as relevant to an individual. Tom expands on his ideas in leadership development as a Contributing Writer for the Australian Financial Review. Some recent examples:

- Cultivating leadership gravitas: <http://bit.ly/1NIP7EI>
- Managing up <http://bit.ly/2adqYRf>
- Mindfulness in the workplace <http://bit.ly/1NqdTNj>

#### Clients

Tom's coaching and leadership development skills have been of value to clients across both State and Commonwealth governments, as well as organisations in private and not-for-profit sectors. In the last year, he has worked with a wide range of organisations including Austrade, the NSW Leadership Academy, Sydney Opera House, the Department of Immigration and Border Protection, BAE Systems, REST Industry Super, Ipsos Group Australia-New Zealand, Blue Planet and Ainslie and Gorman Arts Centres. Tom also has experience coaching Indigenous managers and high potentials in the Commonwealth Department of Employment (Tom has previously developed research designs specifically embracing Indigenous communities in projects for Commonwealth Government clients). He is a prequalified supplier of Performance and Management Services (Human Resources capabilities) through the NSW Department of Finance and Services.

#### Testimonial and Reference

*"I had the great pleasure of working with Tom Loncar over the past year. Tom is a great listener, thoughtful and generous in his approach but very focused in providing specific ideas and approaches to improve professional possibilities in tangible ways. He encouraged me to think differently on several occasions to how I could resolve specific issues I was facing. Importantly he really encouraged me to seek ways that have brought considerable success for me in several areas in the past 12 months."*

Dr Caroline Butler-Bowdon, Director Strategy and Engagement, Sydney Living Museums

Director, Strategy & Engagement, Sydney Living Museums. T: 02 8239 2370  
E: [carolineb@slm.com.au](mailto:carolineb@slm.com.au)



**KUNI TAKESHIMA**  
**Psychologist &**  
**Executive Coach**

**Areas of Expertise**

- ❖ Executive Coaching, Mentoring and Training Programs
- ❖ Leadership Development and Assessment
- ❖ Career Transition
- ❖ Capability Frameworks
- ❖ Strategic and Functional Organisational Review

**Qualifications**

- ❖ B. Psych (Hons)
- ❖ Post Grad Dip. Social Health

**Accreditations**

- ❖ Mental Health First Aid Instructor
- ❖ Level 1 Trained Gottman Relationship Counselling
- ❖ Hogan's Personality Assessment Suite
- ❖ Matrigma Cognitive Testing
- ❖ Personality Assessment Inventory (PAI)

**Memberships**

- ❖ Registered Psychologist with Australian Health Practitioner Regulation Agency
- ❖ Associate Member – Australian Psychological Society

**PSYCHOLOGIST/ EXECUTIVE COACH PROFILE**

Kuni Takeshima is a consultant psychologist and executive coach with over eleven years experience working within the corporate environment, delivering consulting advice and expertise across a broad spectrum of Human Resource, Organisational Development and People Development areas. Her particular interest is in the area of leadership, engagement, alignment, values and culture with a particular focus on developing more conscious, responsible and dynamic organisation. She is a firm believer that leadership is the cornerstone of engagement. Her signature strength is her solid experience in advising and assisting clients and organisations to build their capability by means of coaching, mentoring and training programs, leadership development and assessment, career transition, capability frameworks and strategic and functional organisational reviews.

Kuni has extensive experience providing comprehensive assessments of leadership skills and potential of an organisation using 360 degree and psychometric assessment tools and can offer leadership development and individual coaching programs that address the needs of the leadership of a business be it at team leader or senior executive level.

As a psychologist working in an organisational as well as in clinical context, Kuni draws upon on an eclectic range of approaches including CBT, Narrative Therapy, Family Systems, Attachment Theory, and Schema Therapy. Kuni is accredited in the Hogan's Assessment Tools including the Hogan Personality Inventory, Hogan Developmental Survey, Motives, Values, Preferences Inventory, and Hogan Business Reasoning Inventory. She is comfortable administering and interpreting these tools besides others within the business community. She has considerable experience in delivering face-to-face, over the phone and SKYPE interviewing and coaching.

Besides her organisational experience, Kuni has solid experience in counselling psychology gained in both public and private sectors and thus having a unique understanding of client issues from both an individual and organisational perspective. She has lived and worked in remote locations and have experienced working with indigenous and Asian cultures. She places high value in collaborating with clients in an atmosphere of mutual trust, warmth and openness as they work towards life enhancing, meaningful outcomes and constructive change.

**Range of clients**

With considerable experience as a consultant psychologist/ executive coach, Kuni's clients include Department of Immigration and Border Protection, Serco Asia Pacific, Davidson and Trahaire Corp Psych, Jollykids and Department of Human Services.

Kuni currently provides consultancy services to an APS Department for 2-3 days per week and have had this arrangement for the past 2.5 years.

**Government Referee**

Katarina Mihalj

A/g Inspector, Australian Border Force

0478 401 877 [katarina.mihalj@border.gov.au](mailto:katarina.mihalj@border.gov.au)