



## STEVEN COLLIGAN

ASSOCIATE

Steven is a skilled senior coach with over 15 years' experience. Prior to moving into professional coaching Steven held several senior HR and strategy roles in corporate organisations in New Zealand and overseas.

Steven lives in the beautiful harbour city of Auckland with his partner and enjoys valuable relaxation time with family and friends. He enjoys food, movies, travel, sport and being outside.

### TESTIMONIALS

"Steven's coaching was instrumental in helping me deal with the bigger challenges I faced when establishing a wholly new function for the organisation. He supported me to think things through (extremely useful for an extravert who can't think inside her head!) and work on my confidence, encouraging me to take hard decisions and become increasingly effective at this new level."

- EXECUTIVE DIRECTOR, HEALTH

"Steven has worked alongside the College of Law as an executive coach for a number of years. He is highly regarded by both the College and the College's stakeholders. His level of knowledge and ability to relate to all levels of seniority is second to none. We value our relationship with Steven highly."

- CEO, EDUCATION

### QUALIFICATIONS & ASSOCIATIONS

Masters in Health Science ▪ Post Grad Dip, Psychology ▪ Registered Psychotherapist ▪ Diploma in HR

### DIAGNOSTICS

Human Synergistics LSI ▪ Hogan ▪ MBTI ▪ Firo B

### COACHING EXPERIENCE

Steven is an executive coach and has worked with executives at CEO and CFO level and with senior divisional and functional executives in a range of industries including retail, education, engineering, manufacturing, law, banking, IT, property services and government, based in New Zealand, Australia, UK, Canada and USA. Steven is passionate about assisting organisations and individuals to attract, develop and retain talent while fostering environments and culture to support performance at the highest level.

### COACHING STYLE AND APPROACH

Steven works with individuals to develop their leadership skill set in order to maximise individual and team performance, build resilience and navigate change whilst ultimately, improving business outcomes. Drawing on current and evidence-based research in psychology, culture, and management strategies, Steven works with leaders to create new, effectual behaviours and processes that will lead to sustainable, high-performance results.

### BUSINESS EXPERIENCE

Steven has a strong leadership background having held a range of senior roles in both small and large organisations and has led extensive OD/HR and change projects as well as executive leadership programs in New Zealand, Australia, UK, USA, and Canada. With over 25 years of experience in change management, organisational development and human resources, Steven brings considerable experience to his role as an executive coach and mentor.

### AREAS OF EXPERTISE

- Leadership coaching and mentoring
- Capability building
- Change management
- Human resources transformation
- Talent management
- Behavioural change

### PREVIOUS ENGAGEMENTS

- **Directors of Faculties, Education** – major NZ university national transition program, new structures, processes and people. Supported existing and new senior leaders through change and transformation.
- **National GM, Finance** – coached new national GM to adapt their thinking to the wider strategic imperative of a significantly wider, more responsible role.
- **Partners, Law** – national leadership program to implement new leadership and business development competencies. Partners coached-one-on-one to adapt their thinking and behaviours to a new service delivery model.
- **Head of Marketing & Comms, Government** – coached to support a high potential individual recently promoted to a key leadership role with high visibility of results. Significant stakeholder relationships with senior cabinet ministers.