



JOHN MATTHEWS

ASSOCIATE

John has been providing training, coaching and facilitation to clients for over 20 years. John enjoys thinking and working through complex dilemmas.

John grew up at his family's NYC Deli where he learned about diversity and customer service. He continues to be a student of human potential and practices an integral lifestyle among the trees with his family, dog, and sheep.

TESTIMONIALS

"John is one of the most respected senior coaches in Australia that I've ever worked with."

- **FORMER CEO, GOVERNMENT**

"John is by far the strongest coach that I have had experience with. His non-judging, attentive and considerate guidance displays the care and compassion he applies to each coaching assignment. Unlike other coaches for whom the assignment is solely a job, for John it is a passion."

- **CFO, FINANCIAL**

"Getting coached by John can be a life altering experience. John had conducted a great executive coaching session for over 100 top level CEOs and VPs from diverse domains in New Delhi, India. The feedback from the participants was amazing."

- **ADVISOR, HEALTH**

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach, ICF ▪ Accredited Organisational Coach, IECL ▪ MA Adult Education Loyola University ▪ BA Religious Studies, Dominican College ▪ Membership: IECL Alumni

DIAGNOSTICS

TLC ▪ Human Synergistics LSI ▪ Hogan ▪ MLQ Leadership Profile ▪ DiSC ▪ Genos EI ▪ MBTI ▪ FOS

EXPERIENCE

John began coaching in 1996 and has been described as a pioneer of coaching in Australia, having established the Institute of Executive Coaching (now IECL) in 1999 as a centre of excellence in the region. John works with senior executives across a range of industries including building, banking and finance, professional services, retail, information technology and telecommunications and all levels and sectors of government, including judicial.

STYLE AND APPROACH

John embodies the attributes of an exceptional coach through his insight, empathy, business acumen, flexibility, and credibility. John uses an integral approach which uses the research of evidence-based psychology, leadership theory and adult education models. The latest findings of neuroplasticity are also used to help business leaders understand the conditions necessary for sustainable behavioural change. John also works with the world view of the counterpart in terms of their values, beliefs, and culture to help them leverage the positive aspects and uncover those aspects that may be limiting future potential.

BUSINESS EXPERIENCE

John worked as a blood technician at Loyola Medical Centre, Chicago, where he experienced first-hand what it meant to be a member of a high stakes/high performance team in the emergency room and operating theatre, enabling him to coach others looking to create high performance teams. John also worked as a National Consultant and eventually managed the Western United States Education Division of Simon & Schuster during a major merger and acquisition phase. This enabled him to coach others with P+L, training, performance management, sales, change management, public speaking, and leadership responsibilities. As a founder and former director of IECL, John can coach others with start-up aspirations, thought leadership and on evolving a business.

AREAS OF EXPERTISE

- Women in Leadership
- Career strategy
- Leadership development
- Culture change and transformation
- Confrontation skills
- Emotional intelligence and performance teaming

PREVIOUS ENGAGEMENTS

- **Senior Partner, Law** - coached newly appointed board member. The challenge was how to increase their influence in a way that was congruent with their values. Coaching resulted in the counterpart being able to influence the strategic direction and influence fellow board members by earning their respect.
- **CEO, Infrastructure** - coached the present CEO to re-define their role, help improve communications between the Deputy CEO and the CEO. The result has been a seamless transition of new leadership.
- **Assistant Secretary, Government** - coaching involved reviewing the extensive assessments of their leadership skills. Analysis indicated the real issue was lack of self and social/political awareness. Strategies included becoming more aware of who the real decision makers were in terms of secretarial appointments, who the stakeholders were and how to influence and gain exposure.