



CHARITY BECKER

Charity builds trusting relationships fast and works with counterparts in a way that is respectful, warm, and challenging.

Charity lives on a hobby farm, about 90 minutes from Melbourne on the surf coast, with her husband, kids, dogs, cats, cows and many spiders. She loves food, coffee, red wine and is slowly learning to surf.

TESTIMONIALS

“Charity is an experienced coach that works towards an agreed outcome, adapts to individual needs at any point in time and is honest and insightful. She helps create a changed narrative/outlook to support achievement of goals.”

- SENIOR EXECUTIVE, BANKING AND FINANCE

“Charity is an incredible coach. She challenges, supports and provides valuable insights to those she works with. Charity will hold you to account and will ensure you achieve what you set out. Charity was insightful, knowledgeable and operated with what I perceived to be a high degree of intuition. She challenged me, getting me to think deeply about what I felt and express why I held a particular view.”

- DEPUTY PRINCIPAL, SECONDARY EDUCATION

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Organisational Coach, IECL ▪ Certified Team Coach, IECL ▪ Certified Coach Supervisor, IECL

Memberships: Psychotherapist (PACFA), ICF

COACHING EXPERIENCE

Charity works best face-to-face or over the phone and particularly enjoys working with counterparts who are stuck or frustrated, perhaps in an old way of thinking or not embracing organisational changes. She finds that leadership challenges are not specific to industries. Her work with leaders in retail, secondary and higher education, banking and financial services and superannuation all bring up similar challenges for leaders who are having to do more with less, manage diverse and remote teams and are still hoping to achieve success without sacrificing all of their sleep or work-life balance.

COACHING STYLE AND APPROACH

Charity coaches her counterparts to draw upon their strengths to create solutions and learnings that best work for them, their teams and their organisation. This approach allows the coaching counterpart to remain the expert in their own field, while Charity applies her expertise in coaching and feedback to highlight blind spots and biases.

BUSINESS EXPERIENCE

Charity began her corporate career in the leadership, talent and culture space in financial institutions and has worked on the strategy and implementation of ANZ and NAB's executive coaching panels. Charity has facilitated programs on leadership skills, coaching skills, ethical literacy and 360 feedback to audiences from banking and finance, retail, and educational audiences.

AREAS OF EXPERTISE

- Coaching as part of leadership development programs
- Coaching to support promotions and transition
- Graduate coaching
- Coaching based on 360 feedback for raised self-awareness and behavioural change

PREVIOUS ENGAGEMENTS

- Director, Retail – supported counterpart to absorb and integrate difficult feedback resulting in stronger leadership and more engagement from direct reports, peers, and leaders.
- Senior Manager, Banking – coached counterpart to improve networking and interpersonal skills. Raising awareness of blocks to strategic relationship building.
- Organisational Development Manager, Education – helped counterpart transition to a new culture and role. Worked on strategies for success.
- State HR Manager, Sales Manufacturing – helped counterpart negotiate difficult relationships and behaviours whilst managing a restructure.