



FRANCESCO CAPUTO

Francesco has over 10 years' experience as a qualified executive coach across a wide range of industries. He has a strong corporate background as a people-focused leader.

Francesco's main source of inspiration is his family. With a focus on healthy living, together they enjoy cultivating their home vegetable garden and staying fit and active outdoors.

TESTIMONIALS

"Having Francesco as my professional coach has been an exceptional experience. The genuine interest and passion for enabling me to recognise my own capabilities is evident in every session with Francesco. The insight I've gained into how I can get the best out of myself, and my team is priceless".
- MANAGER, SUPERANNUATION

"Francesco's personal style sets up each counterpart he coaches, to explore and address the thoughts and beliefs impacting them. He supports each client with great encouragement and authenticity through their journey to change and excel."
- HR PROJECT MANAGER, UTILITIES

QUALIFICATIONS & ASSOCIATIONS
Associate Certified Coach (ACC), ICF ▪ Accredited Coach, Level 3, IECL ▪ Certified Team Coach, IECL ▪ Principles of Organisational Coaching, IECL ▪ Member, International Coach Federation (ICF)

DIAGNOSTICS
Facet5

COACHING EXPERIENCE

Francesco is an experienced coach, having worked with leaders in finance and superannuation, technology, and utilities industries. Francesco coaches face-to-face and virtually. He has experience coaching counterparts who are in transition, either starting in a new organisation or a new role, or stepping up in their career, and coaching counterparts who are seeking balance and wellbeing. He collaborates with counterparts to achieve clarity in decision making, achieve confidence to move forward and to balance professional and personal priorities.

COACHING STYLE AND APPROACH

Francesco leverages a strengths-based approach in combination with evidence-based practices of positive psychology, neuroscience, appreciative inquiry, and personality. Francesco builds trust quickly and challenges counterparts, whilst also supporting them to take practical actions that lead to sustainable change. His coaching counterparts report an achievement of balance and success, both professionally and personally.

BUSINESS EXPERIENCE

Prior to his executive coaching career, Francesco's corporate experience spanned 20 years in banking and finance. Beginning as an IT graduate, Francesco's strong people skills quickly afforded him leadership roles. His experiences included bringing together cross-functional teams to solve major business problems. His natural ability to inspire and lead teams to success encouraged a transition to HR, with leadership roles in change management and learning and development. His experience included responsibility for the professional development of leaders across the enterprise. With his own teams, Francesco led using a coaching-based approach to build strong and trusting relationships, and consistently achieved employee engagement results well over the high-performing norm.

AREAS OF EXPERTISE

- Executive coaching for achieving leadership success, high performing teams, high team engagement and business outcomes
- Transition coaching for leaders new to a role or organisation
- Coaching for wellbeing, with the focus to achieve work-life balance leading to professional success and personal satisfaction
- Coaching for personal and/or professional growth, finding clarity and confidence to achieve sustainable change

PREVIOUS ENGAGEMENTS

- Manager, Superannuation - coaching enabled counterpart to strengthen leadership style and successfully lead team to implement strategic change.
- General Manager, Finance - coaching supported counterpart to achieve clarity and confidence to move forward to the next senior role.
- Communications Coordinator, Not-for-Profit - coaching enabled counterpart to drive career and take control of professional life.
- Various Leaders, Utilities - individual coaching as part of leadership development program with dual outcomes of increased personal wellbeing and improved leadership impact.
- Business Owner, Construction – coaching enabled counterpart to identify tension and stress and develop practical strategies to increase resilience, health, and wellbeing, for a better family life and business outcomes.