



IAIN SCHMIDT



COACHING EXPERIENCE

Iain offers transformational and thought-provoking coaching to leaders in order to help them connect with the best version of themselves, and subsequently achieve their desired purpose and objectives. Iain has worked with C-suite executives and senior leaders through to middle managers and frontline leaders and has helped them to make necessary transition. He has worked across a diverse range of industries and sectors including banking, finance, public sector, hospitality, education, property, transportation & logistics, technology, media & marketing, engineering, and insurance.

COACHING STYLE AND APPROACH

Iain brings both warmth and challenge to coaching interactions. He balances his enthusiasm and humour to energise his counterparts towards action, whilst also providing safe spaces for deeper, serious and more emotive topics to be explored. Iain is a great listener and will work with counterparts to improve their awareness of underlying challenges, but also keep them accountable taking action and making progress. Iain supports counterparts towards finding solutions that result in achievable and sustainable behaviour change.

BUSINESS EXPERIENCE

Iain's experience working in Organisational Development, Learning & Development and People & Culture leadership roles has provided him with a broad appreciation of issues facing leaders, and those that get in the way of effective organisational performance. He has led numerous teams, and has been effective to driving cultural change and influencing senior leaders. He draws from his learned experience in order to provide practical and proven suggestions for addressing challenges.

AREAS OF EXPERTISE

- Executive Coaching
- Leadership Transitions
- Emotional Intelligence and Self-leadership
- Imposter Syndrome
- Cultural Change and Leadership
- Diversity & Inclusion
- Organisational Development
- Strategy & Innovation
- Talent & Performance Management

PREVIOUS ENGAGEMENTS

- DVC, Australian University - coached around career objectives; began creation of a Cooperative Research Centre (CRC); achieved distinguished professor status.
- Regional Operations Manager, Property Management - coached to prepare for future progression to Head of Operations role; formally named as the successor for this role.
- MD, Creative Agency - coached around role he was to play in driving greater gender equality within his organisation and the across the industry.
- Senior Leaders, Employment Services - coached numerous senior leaders as part of their Senior Leadership talent program.
- Senior Executives, Retail - worked with C-suite and senior executives to debrief 360 feedback and personality inventories and provide development coaching.

Iain has over 15 years' experience working in Organisational Development, Learning & Development and People & Culture leadership roles. He is a Professional Certified Coach (PCC) with the ICF and Iain has coached in Australasia, India, SE Asia, Europe, Middle East and North America.

Iain's family keeps him grounded. With 3 young kids, his life feels quite full, but he strives be in the moment as much as possible and embrace the challenges along with the joys. He also enjoys going for a run, a ride or a swim.

TESTIMONIALS

"Iain is one of the most positive and encouraging people I have ever met. After every coaching session with Iain I was left with excitement about the next steps. Iain has this unique approach of being able to focus my energy and thinking into a positive way, and every session has been a transforming experience."

- SENIOR PARTNER, FINANCIAL SERVICES

"A real life, work hero helps others realise and overcome their real-life work challenges. I found this in Iain, who coached me over many sessions. Iain has the ability to allow you to step away from your specific agenda, critically allowing you to reflect and research your own solutions. He is able to create a bond with you very early on, based on the foundations of trust and courage, allowing you to face your agenda with courage and authenticity."

- NATIONAL MANAGER, EDUCATION

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Coach, Level 3, IECL ▪ MLLR ▪ B Com (Liberal Studies)

DIAGNOSTICS

Human Synergistics LSI, GSI ▪ Myers Briggs Type Indicator (MBTI) ▪ Hogans Inventories ▪ Team Management Systems (TMS)