



ELINOR CROSSING

Elinor is a coach and change leader, experienced in creating high-performance organisational cultures, improving the effectiveness of senior leaders and leaders from all parts of the organisation.

Elinor has a close family. She enjoys theatre, music, tennis and travel. Elinor keeps fit by attending yoga, the gym and drinking herbal teas. Travel and reading are two of her other interests - she belongs to two book groups.

TESTIMONIALS

"Elinor is a truly remarkable individual with a unique talent for developing and aligning leadership and organisational focus, capability and culture with strategic objectives. In doing so, I have seen Elinor have a wonderful impact for individuals, teams and organisations"

- FORMER DIRECTOR, NSW GOVERNMENT

"Elinor provides me with the tools to clarify my goals, the real roadblocks to achieving them and realistic strategies to overcome them. I have extended my engagement with her because her approach is flexible, and she supports me to develop strategies that are true to my values."

- DIRECTOR, ACT GOVERNMENT

QUALIFICATIONS & ASSOCIATIONS

Accredited Coach, Level Three, IECL ▪ Team Coach Certification, IECL ▪ Immunity to Change Facilitator ▪ Transference Healing Accreditation ▪ Master of Education ▪ Diploma in Criminology ▪ Bachelor of Arts ▪ Membership, Association for Coaching, Australian Human Resources Institute, Australian Institute of Company Directors, Women on Boards, Company Member for Life, Winifred West Schools Ltd

DIAGNOSTICS

TLC ▪ LSI ▪ TMI ▪ Genos EI ▪ Hogan 360

COACHING EXPERIENCE

Elinor is a full-time practicing executive coach who coaches C-suite and senior leaders across government, private and not-for-profit sectors. Her experience includes individual coaching, groups and team coaching across a range of roles, in large commercial and public organisations. Elinor has been on the NSW Academy of Leadership panel since its inception.

COACHING STYLE AND APPROACH

Elinor is passionate about assisting people to reach their potential. Her personal style is warm, authentic, forthright, honest, and practical. She uses an evidence-based approach to tailor her coaching engagements, based on research and measurement to drive results. This results in a positive impact for individuals, teams, and organisations. As a skilled facilitator and coach, Elinor has extensive experience working within and with organisations. She is insightful, challenging, takes a holistic approach, believes in impactful coaching conversations, and can navigate complexity to enable the executive to facilitate a clear path and have the tools to remove roadblocks.

BUSINESS EXPERIENCE

Elinor has worked with leaders and their teams at all levels in public and private sectors in Australia, New Zealand, Singapore, and the UK. She has worked in industries including FMCG, technology, manufacturing, financial services, transport, and infrastructure and at all levels of Government. Elinor is known for her innovative leadership development programs (including values-based leadership) that link to and drive strategy and particularly culture change. She has served on numerous government boards, committees, and university advisory committees.

AREAS OF EXPERTISE

- Commercial acumen, combined with strong people skills to assist leaders to navigate change, build resilience and effectively lead their teams to deliver higher performance and measurable outcomes
- Coaching executives and leaders to support their development goals whilst being linked to the performance of the organisation
- Transition coaching for leaders new to the organisation or seeking promotion to a more senior role
- Coaching as part of a cultural change program or leadership program for teams and individuals
- Elinor is certified in best-in-class coaching tools and uses these to suit the person

PREVIOUS ENGAGEMENTS

- Executives and leaders from NSW Public Service, across a variety of agencies including the Department of Premier & Cabinet, Transport for NSW, NSW Rural Fire Service, Department of Planning, Industry & Environment, Ministry of Education - coaching has resulted in the executives being able to successfully lead their teams in a time of complexity and constant change, and to support their development to take on more senior roles.
- COO, Public Listed Company - coaching supported this leader to develop skills and confidence to manage their team, resulting in higher engagement and reduced staff attrition.
- Executive Team, Scientific Environmental Manufacturer - worked with the executive team to be adaptive and sustainable in a highly competitive environment, resulting in the profitable expansion of the business internationally.