



## GARRY WILLINGE



Based in Hong Kong, Dr. Garry Willinge has a diverse career of strategic and operational management experience, across the world and across most sectors. He's grateful for his many leadership learning experiences and has a passion for coaching emerging and C-level leaders to help organisations and people change and transform for the greater good of business and society.

### TESTIMONIALS

"Over my sessions with Garry, it's amazing how my sessions have helped me manage my work in a dramatically different way. I cannot thank Garry enough for the detailed analysis and profiling to understand issues and ways to improve. Good dialogue, example sharing, feedback and especially the heart of my coach listening. Now I am definitely a better leader making a positive difference to my company, team and myself."

- APAC FINANCE FP&A

"Garry is an experienced blue-chip hi-tech executive who has a fine sense of the appropriate. He has proven to be a valuable source of wisdom and expert advice. I value him very highly for his friendship and independent invaluable professional advice"

- MANAGING DIRECTOR, DIGITAL TECHNOLOGY FIRM

### QUALIFICATIONS & ASSOCIATIONS

Accredited Coach, Level Two, IECL ▪ B Sci; Postgrad Dip (Corporate Governance) ▪ Postgrad Dip (Applied Finance & Investment) ▪ Asian International Executive Program (INSEAD) ▪ Multiple Harvard Advanced Leadership short courses ▪ Doctor of Technology ▪ Mediation Accreditation (HKU) ▪

### DIAGNOSTICS

DISC ▪ MBTI ▪ Culture Change OCI/OEI, Organisation Climate and Leadership Styles (Hay Group), ACT ▪ Immunity to Change

### COACHING EXPERIENCE

Garry began as a coach of IBM leaders, business partners and executives in the 1990s. Garry coaches C-suite clients in many industry sectors across the world, particularly in Asia. He maintains an ongoing coach, mentor and confidant relationship with several past clients and their executive teams.

### COACHING STYLE AND APPROACH

Garry believes leadership effectiveness and personal fulfilment requires self-awareness, selflessness and self-generation of behaviour styles and relationships. Garry believes a good coach listens, observes and challenges; adjusting their approaches and tools to suit the counterpart's needs, so that they are encouraged to make the changes necessary to achieve their natural potential and mission in life.

### BUSINESS EXPERIENCE

Garry has over 30 years' leadership experience, much of it as a senior executive across functions in the global corporate environment, but also with new firms in the digital age. Garry has held diverse corporate, public sector and academic roles including senior public servant guiding public sector reform in Australia; Company Director in private and listed companies in London, China, Hong Kong, Australia, and Singapore; Adjunct Professor at Curtin University and as a global entrepreneur and business founder for 15 years. He is chairman of the Australian Institute of Company Directors (AICD) executive committee in Hong Kong.

### AREAS OF EXPERTISE

- Deep strategic and operations management and effective linkage
- Organisation transformation practitioner
- High performance culture transition
- Corporate advisory, private equity
- Leadership coaching and transitioning
- Corporate governance – all aspects including culture, risk management, ESG, strategy

### PREVIOUS ENGAGEMENTS

- Head of Asia Business Transformation, Global Bank – coached counterpart to effectively manage regional and diverse cultural complexity in an aggressive, high pressure business growth environment.
- Head of Sales, Asia Pacific, Global Bank – coaching around institutional products and franchise products development.
- Group CFO, Global F&B – developed counterparts' leadership, relationship, EQ, and operational skills to support fast growth in Asia.
- Audit Partner, Accounting – coaching transitioned counterpart from one firm to another and guided their adaptation to new strategic imperatives, business goals, leadership styles and culture.
- CEO, IT Solutions and Services – coached counterpart on personal development in their new CEO role (transition from Sales SVP) to double net profit in three years.
- Senior Director, Food Conglomerate – prepared counterpart to transition to a new senior role in a divested business and developed personal brand.
- General Manager, Chinese Pharmaceutical – international business growth strategy and organisation development coaching.
- CEO, Chemicals – coaching support on tripling Asia business in three years and helping top team address immunity to change.
- APAC Finance FP&A, Fortune200 Firm on NASDAQ – coaching for leadership, organisation excellence, people development and executive presence.