



## KAREN GOLDSCHMIDT

Karen is a Professional Certified Coach (PCC) with the ICF and an Organisational Coach. Her background is in leadership, business, organisational development, and Human Resources.

Karen loves the outdoors and is a keen swimmer, scuba diver, and trekker. When she is not working, Karen enjoys spending quality time with her family, friends, and dog.

### TESTIMONIALS

“Thank you, Karen, for all of your coaching across the years. Your interpersonal style, genuine interest, and professionalism are second to none.”

- EXECUTIVE MANAGER, INSURANCE

“I really appreciated the way Karen engaged with me, and the insightful questions and space that she gave me to work through making progress on my goals. Karen was a great coach.”

- LEADER, GOVERNMENT

“Karen’s coaching resulted in me setting up a new business and confirming my first corporate client. Her approach was direct, challenging, and supportive.”

- BUSINESS OWNER, CORPORATE SERVICES

### QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Organisational Coach, IECL ▪ Masters in HR Management, Macquarie University ▪ NLP Coach, Tad James ▪ Accredited Mental Health First Aid ▪ Member: ICF, AC, ILP

### DIAGNOSTICS

Human Synergistics LSI/GSI/LI/MI ▪ MBTI ▪ ViaEdge ▪ Situational Leadership II ▪ GLWS ▪ Hogan 360

### COACHING EXPERIENCE

Karen has been coaching since 2007. She draws on her international experience, generalist human resources background, and expertise in organisational and personal transformation to drive purposeful outcomes for her counterparts. Karen is deeply passionate about empowering and developing people to realise their potential and positively impact those they lead. She has worked with leaders and executive level directors in a range of industries including finance, insurance, technology, government, property, health, and professional services throughout the Asia-Pacific region. Karen is equally proficient coaching face-to-face or virtually.

### COACHING STYLE AND APPROACH

Karen takes a whole systems and strength-based approach to coaching. Through her coaching, counterparts are encouraged to build awareness around their leadership style, gain insights into personal strengths, and navigate through potential barriers to success. Through supportive and challenging dialogue, counterparts are empowered to make courageous choices and find the determination to bring them to fruition.

### BUSINESS EXPERIENCE

Karen has a strong business development and leadership background having held management and director positions in Hong Kong. She was employed as a strategic business partner focusing on organisational development for a major financial institution based in Sydney. These roles required challenging leadership styles, strategic planning, and driving engagement to deliver on major transformational change.

### AREAS OF EXPERTISE

- Executive coaching for improved leadership effectiveness
- Coaching for improved self-awareness and uplift in EQ
- Transition coaching through restructure, new role, or other change
- Leadership development coaching – including 360 debriefs and embedment of new learning

### PREVIOUS ENGAGEMENTS

- Executive Team, Finance – coached the executives around 360 feedback and leadership behaviours, to build stronger teamwork at the executive level and develop a results-driven and people-orientated company culture.
- Director Level, Government – coached leaders in NSW Government as part of the NSW Leadership Academy, focusing on individual leadership development.
- Senior Leader, Finance – leader transitioning into a new role. Coaching focused on personal brand and first 90 days in role. Outcome was a successful transition, set up of new team and building of strong relationships.
- HR Director, Government – coaching focused on leadership style and interpersonal skills to successfully restructure team, shape the organisation’s culture, and deliver on strategic objectives.
- Mid-level Leader, Insurance – coaching focused on mindset and life balance to increase wellbeing and manage stress more appropriately. Sustainable wellbeing strategies were implemented.
- New Leader, Retail – a new leader struggling with imposter syndrome - coaching focused on building self-confidence and implementing strategies to effectively organise work, create personal brand and strengthen relationships.
- Partners, Professional Services – coached an intact team of Partners wanting to create team cohesion, coaching focused on understanding self and then creating a vision and roadmap for the team.