



## DREW McHUGH

Drew has been an executive coach for 15 years, with over 3000 hours of coaching experience. Drew has assisted thousands of leaders globally to re-create their approach to effective leadership.

Drew is a Level 3 accredited, senior executive coach and coach facilitator with IECL.

Drew is a music aficionado with a keen interest in live music.

### TESTIMONIALS

“Drew, you demonstrate an exceptional ability to deal with people and issues in a quite non-judgemental way.”

- COO, TECHNOLOGY

“Drew has deep knowledge and expertise across the areas of leadership development and executive coaching. Drew is able to engage with teams at all organisational levels, building rapport quickly and driving change.”

- EXECUTIVE MANAGER, FINANCE

“I just wanted to thank you immediately. Behind the scenes you deserve serious credit for what you have helped us all in the team to achieve.”

- DIRECTOR, EDUCATION

“You are very talented, and I feel privileged to have learnt so much from you and helped stretch, grow and challenge myself”.

- MANAGER, NSW DEPT OF EDUCATION

### QUALIFICATIONS & ASSOCIATIONS

Accredited Coach, Level Three, IECL ▪ B. Com, Accounting & Finance ▪ Mental Health First Aid ▪ Dare to Lead Practitioner

### DIAGNOSTICS

CTT-Values ▪ ILS (360) ▪ DiSC ▪ Systemic Interventions ▪ Hogan

### COACHING EXPERIENCE

Drew is highly experienced with over 20 years working with all levels of leadership and associated challenges and delivers Executive Coaching all in all key modes. Drew’s coaching engagements include one-on-one, and/or partial or whole group teams. He has assisted thousands of leaders globally to re-create their approach to effective delivery, leadership, and strategic thinking.

### COACHING STYLE AND APPROACH

Drew believes that effective and successful coaching engagements must be both pragmatic and strategic, and he brings a relaxed but challenging approach to his coaching engagements. Drew’s work is based on partnering closely with his counterparts to clearly identify both the current and desired state of their leadership and impact, in order to best design, and then navigate a tailored change course.

### BUSINESS EXPERIENCE

Drew brings a highly successful executive coaching and consulting background working with corporate and not-for-profit enterprises including public service, financial services, higher education, and infrastructure services, pharmaceutical and sporting associations. Drew’s experience enables him to quickly develop a deep and practical understanding of the challenges and opportunities for both the counterpart and organisation.

### AREAS OF EXPERTISE

- Developmental coaching for leaders facing large and complex transformation challenges
- Coaching as part of leadership development programs
- Transition coaching for those new to organisations or roles
- Career mapping and transitions
- Coaching for presence and voice development
- Coaching for those challenged by the move from individual contributor to leader/manager
- Strategic coaching for those consumed by operational tasks

### PREVIOUS ENGAGEMENTS

- Executive coaching to over 100 NSW public servants over the past two years – in areas of developing leadership capability, managing change, working with uncertainty/ambiguity and both strategic and tactical thinking.
- Educator, Banking - coached across many management levels to develop a high level of ethical literacy, to improve increased sound decision making, and support and protect multiple stakeholders.
- Consultant, Banking - executive and group coaching to build sound, sustained sales, and business development practices post global financial crisis. Engagement lifted material business growth, balanced with strong risk management.
- Executive Team, University - coached each member of the executive team (10 members) and then collectively, assisted in building a unified approach to supporting the execution of the school’s three-year strategy. The enterprise is now the largest and most profitable school in the college.
- General Manager, Banking – coached General Manager and direct reports through interventions over a 24-month period, transitioning business through post-global financial crisis challenges and back to achieving business targets.