



TOM LONCAR



COACHING EXPERIENCE

Tom began coaching in 2013, after more than two decades in senior leadership roles. He has worked with senior executives, leadership teams and high potentials across many industry sectors and government. His extensive prior consulting background makes him well-attuned to empathic understanding of business/strategic contexts faced by counterparts, facilitating dialogue that provides a sound platform for insight and growth. He has shared his ideas on leadership development as a contributing writer for leading business and professional publications, including the Australian Financial Review, Boss Magazine, and The Psychologist.

COACHING STYLE AND APPROACH

Tom accesses evidence-based domains in his coaching that can contribute to the success of his counterparts. He is mindful of tuning in to his counterparts' communications and leadership styles, and the contexts they face. His counterparts recognise the benefits of the personalised development strategies that are created, reporting transformative interpersonal and organisational outcomes, and significant gains in self-awareness.

BUSINESS EXPERIENCE

Tom has an extensive leadership background. He was formerly a principal and co-owner of a major research and strategy consultancy (Eureka Strategic Research), which he helped grow over a ten-year period and sold to global consultancy Ipsos in 2007. He has also held Executive Director and Research Director roles in consultancies where he worked closely with large organisations and their leadership across state, national and international levels on major strategic initiatives.

AREAS OF EXPERTISE

- Leadership authenticity
- Coaching to boost self-awareness, self-confidence, and interpersonal effectiveness
- Insight for adaptive growth in complex organisational change settings
- Effective transition into new senior roles, helping lay the foundations for sustained success
- Influencing and strategic thinking
- Executive presence and gravitas

PREVIOUS ENGAGEMENTS

- CFO, Financial Services - focused executive coaching to support leadership during major public-facing change initiative.
- Director Campaigns & Communications, NFP/Advocacy - developmental coaching for a newly promoted executive member that developed strategic awareness, leadership presence and interpersonal effectiveness.
- Head of Finance & Strategy, Financial Services - leadership and development coaching, facilitating the leader's response to significant challenges associated with the Covid crises.
- Director, Corporate Affairs - development coaching for new leader that facilitated development of influencing skills at a time of immense organisational change.
- Executive Officer, Commonwealth Authority - executive coaching to support leadership impact, while acting in executive role.
- General Counsel, Ethical Investments - developmental coaching focused on enhancing self-awareness, emotional intelligence, and interpersonal effectiveness.
- Senior Leadership, University - 360 reviews of six senior leaders of a major university to support their leadership development and impact, and more effectively contribute to major change program.
- Executive Director, NSW Premier & Cabinet - developmental coaching that enhanced leadership impact, building on initial 360-degree feedback.

Tom is an experienced and credentialed coach. He held senior leadership roles in research and strategy consultancies for over two decades prior to focusing on coaching and leadership development.

A proud husband and dad of two adult children, Tom enjoys running, ongoing learning/research (with a particular focus on leadership psychology), world football and performing with (music) band projects in Sydney and Hobart.

TESTIMONIALS

"I have experienced first-hand Tom's rare ability to work at a deep level to help me improve my performance. He understands the challenges of working in a corporate setting."

- PRINCIPAL, GLOBAL ADVISORY

"Tom really encouraged me to seek ways that have brought considerable success for me in several areas in the past 12 months ... he gave me strength to be confident in being my authentic self as a leader."

- DIRECTOR STRATEGY, NSW GOVERNMENT

"Tom helped me to think through the different challenges, realise the opportunities and put them into practice. It was a valuable experience that facilitated and enhanced the cohesion of the office."

- MANAGING PARTNER, STRATEGIC BRAND CONSULTANCY

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Coach, Level Three, IECL ▪ Team Coach Certification, IECL ▪ MBA, AGSM, UNSW ▪ MSc (Psychology & Neuroscience of Mental Health), King's College London ▪ Accredited Mental Health First Aid

DIAGNOSTICS

Strengths Profile ▪ MTQ48/MTQ Plus (Mental Toughness) ▪ Team Diagnostic Survey ▪ Collective Leadership Assessment ▪ Immunity to Change ▪ TLC ▪ GLWS