



JOANNE HANSEN

Joanne's commitment to coaching is evident in her credentials. Whilst working in frantic environments as an HR leader, her team would constantly comment on her calm presence. Joanne has a strong background in the delivery of challenging HR projects and exceptional team building experience.

Joanne sometimes laments the fact that her brain cannot absorb everything she wants to read! It is compounded by the fact that she is dedicated to her team at home: her supportive husband and two active kids.

TESTIMONIALS

"Jo has helped me to dramatically improve my day-to-day interactions with everyone, both at work and home. I credit Jo's help and support as one of the contributing factors to me being personally commended by the Australian Chief of Air Force for the work my team and I have been performing."
- PROJECT MANAGER, DEFENCE

"I can't thank Jo enough for the value she has provided me in my professional and personal development. Jo's style is calming, encouraging and patient. She has a wonderful ability to create a safe environment where she is attuned to your strengths, allowing you to trust the process to grow and be challenged. I have learnt so much about myself and my potential with Jo. My professional environment is significantly richer as a result, where I have become the leader I want to be."
- REGIONAL DIRECTOR, NOT FOR PROFIT

QUALIFICATIONS & ASSOCIATIONS
Professional Certified Coach (PCC) ICF ▪ Accredited Coach, Level Three, IECL ▪ Certified Team Coach, IECL ▪ Certified Coach Supervisor, IECL ▪ Bachelor of Arts, Monash University ▪ Graduate Diploma of Secondary Education, Australian Catholic University ▪ Post Graduate Diploma of Business, Swinburne University CPHR AHRI

DIAGNOSTICS
Human Synergistics Lifestyles Inventory ▪ Facet5 DiSC ▪ Hogan Assessments

COACHING EXPERIENCE

Joanne's coaching versatility is reflected in her work across a range of sectors including energy, manufacturing, defence and not-for-profit. Joanne's coaching engagements are typically senior leaders and emerging talent who are ready to make change and move towards their future with energy and purpose.

COACHING STYLE AND APPROACH

Joanne loves to draw on a variety of approaches to explore and challenge the underlying mindset and narratives of individuals that may be hindering future success. Increasing self-awareness about patterns of behaviour or thinking, and the use of existing strengths, form a key part of Joanne's coaching to unlock performance. Joanne believes the most critical step is supporting counterparts to translate self-awareness into practical application.

BUSINESS EXPERIENCE

Broad experience both as a HR manager and an organisational development specialist has provided the opportunity for Joanne to work with leaders to cut through complexity and address the core issues required for long-term success. Joanne has held leadership roles in the education system, before transitioning to the corporate world in various HR roles across hospitality, facilities management, materials handling and defence. She continues to work with small to medium businesses on strategy development.

AREAS OF EXPERTISE

- Leadership coaching to increase leadership effectiveness and impact
- Coaching to support effective change initiatives, stakeholder management and ability to influence
- Team effectiveness coaching for leaders to enhance performance and engagement
- Career coaching to identify ideal trajectory, alignment with current strengths and strategies to move forward

PREVIOUS ENGAGEMENTS

- Regional Director, Not-for-Profit – coaching focused on ability to lead a larger team, innovate more confidently, and establish a clear leadership brand. Result was clearly observed and noted by CEO.
- VP Group Product, Insurance – desired outcomes included clarity about career trajectory and ability to convey skillset persuasively. Counterpart not only achieved clarity but also secured a dream role internationally by the end of the engagement.
- Head of Retail Operations, Not-for-Profit – counterpart identified existing strengths that had been underutilised. Drawing on these enabled them to step into conversations that had been avoided for a long time. It also supported the establishment of healthy boundaries to support both leadership success and a more rewarding lifestyle.
- QA Manager, F&B Manufacturing – counterpart was questioning their current role and organisation fit. Through the engagement they were able to articulate their desired leadership role and career pathway. The organisation happily accommodated the request, and the counterpart has since lifted team engagement significantly and reduced staff turnover to its lowest point in several years.