



## RENEE HOLDER

Renee is a Professional Organisational Coach with IECL (PIECL), Professional Certified Coach (PCC) with ICF, IECL Coach Education Faculty and past Head of Coaching IECL.

Renee enjoys her home and community in Sydney's inner west. She is passionate about quality time with friends and family, great food, travel, dance of all forms and her growing record collection.

### TESTIMONIALS

"Renee has been the critical and instrumental influence on my professional leadership development journey. Renee's approach challenged my thinking, perceptions, approaches, and awareness."

- EXECUTIVE DIRECTOR, PUBLIC SECTOR

"Renee was instrumental in helping me prepare for a new role. Without Renee's challenging questions and supportive approach, I don't think I would be in the position I am today"

- GM, FINANCIAL SERVICES

"The sessions have been invaluable to my professional and personal development. I feel much more comfortable and confident in my new position, now realising that I have the skills, network, and resources to be the best that I can be in this role."

- DIRECTOR, COMMERCIAL REAL ESTATE

### QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Professional Org Coach (PIECL) IECL ▪ Team Coach Certification, IECL ▪ Coaching Supervisor, IECL ▪ Principles of Organisational Coaching Certificate, IECL ▪ B Comm (Mgt), UWS ▪ Accredited Mental Health First Aid ▪ Member: ICF, EMCC and AC.

### DIAGNOSTICS

GLWS ▪ Hogan 360 ▪ Hogan Leadership Forecast Series

### COACHING EXPERIENCE

Renee has been coaching and contributing to the direction of the coaching industry for over 15 years. Previous coaching engagements encompass almost every industry, profession, and leader level from financial services to social purpose, from accountants to marketers, from recent graduates to CEOs. Renee is most often sought after by senior and executive level leaders who are eager to learn and grow personally and professionally.

### COACHING STYLE AND APPROACH

Those who work with Renee say they appreciate the confidentiality and trust in the relationship which enables new thinking and perspectives to emerge. Renee's coaching approach is highly supportive, and potential-focussed with an emphasis on reflection, learning, insight, and action. Coaching sessions often involve work on values, strengths, beliefs, practices, and narratives. Renee also brings constructive challenge to ensure there is a healthy level of stretch in each engagement. Renee's style is steady and calm, thought provoking, creative, respectfully challenging, caring, and intuitive. Renee adjusts her approach to suit each leader and their needs, acknowledging everyone is unique.

### BUSINESS EXPERIENCE

In addition to coaching, consulting and facilitation, Renee has led large projects and teams, most recently on IECL's executive team as the Head of Coaching, leading a team of subject matter experts and over 90 Associates around the world. Renee also previously led IECL's sales function during a time of rapid growth and change. Renee's experience prior to coaching includes training, recruitment, and sales roles in the pharmaceutical and wholesale industrial supply industries.

### AREAS OF EXPERTISE

- Transition coaching - including career transition, new to role or organisation, coaching through restructure, transition to retirement, pre and post parental leave and technical expert to people leader.
- Leadership coaching - including increased leadership capacity, maximising leadership impact, leading individuals / teams / organisations / projects and preparing for the first leadership role.
- Coaching for simultaneous uplift in performance and wellbeing.
- Coaching for learning transfer, post-training, or other learning opportunity.

### PREVIOUS ENGAGEMENTS

- Multiple Senior Executives, State Government - over 5+ years leadership coaching with outcomes observed across the full spectrum of public sector leadership capabilities including resilience and courage, direction and purpose, optimised business outcomes.
- General Manager, Banking - transition and developmental coaching resulted in shift in mindset and behaviour for greater impact, improved team performance and promotion to next level.
- Head of Strategy, Media - coaching as part of a leadership program. Emphasis on personal leadership, thinking and communication style. Outcomes felt by the leader and organisation.
- CEO, Not-for-Profit - coaching for improved leadership flexibility, stronger stakeholder relationships, uplift in leader team capability.
- Director, Property - new to role, high profile position. Coaching focussed on strengths, values, and personal brand. Outcome was a successful transition from technical leader to strategic leader.