

coach profile

julie edwards

director, polevault

B.Ed M.Ed (Corporate Learning)



executive experience

An experienced business leader Julie is currently the Director of an organisational development company consulting, coaching and facilitating growth within a diversity of Australian industries and companies.

Julie has over 19 year's experience in leadership, change and business development work. She has specialist skills in organisational change, leadership, team effectiveness and productivity as well as in sales, communication, relationship development and leadership development.

High level leadership roles in both government and private sectors provide experience and insight to support individual and organisational initiatives.

Julie is also a non-executive Director of Varsity Lakes Financial Services Limited.

core capabilities

- Works with each enterprise and its people to effectively improve:
- Leadership
- Communication and feedback
- Emotional Intelligence
- Team development and productivity
- Performance management and development
- Conflict management
- Change management
- Congruent and effective leadership
- Business development

coaching and facilitation experience

- Works with executives, high potential individuals and teams as a leadership development and performance growth coach.
- Coaching senior level managers in flexing their leadership styles to suit new environments and business strategy.
- Coaching Board Directors and executives through effective conflict resolution and improved organisational leadership.

coaching and facilitation experience (cont'd)

- Associate Director at Mt Eliza Centre for Executive Education / Melbourne Business School.
- Member of the National Coaching Team for Mt Eliza Centre for Executive Education / Melbourne Business School.
- Lead coach for major leadership and development program Nationally with Defence Materiel Organisation.
- Lead facilitator and action-learning coach for the largest global leadership program to be developed in the Southern Hemisphere, with BHP Billiton.
- Lead facilitator on large corporate executive leadership programs.
- Coaching managers to improve team productivity and results.
- Coaching high potential individuals in personal growth and career development strategies.
- Coaching managers and team leaders to leverage and maximise skills of team members.
- Coaching senior executives in developing Emotionally Intelligent leadership styles and communication strategies.
- Coaching graduates to develop their leadership potential.
- Coaching high potential leaders to more effectively utilise their skills and fast track their leadership development.
- Feedback coaching to over 30 executives across a range of sectors to understand the meaning of results of psychological assessments and reviews.
- Developed, implemented and facilitated a 12 month High Potential program for identified leaders within organisations
- Key facilitator for the Australian Women and Leadership program; conducting dozens of workshops around Australia.
- Extensive experience developing and facilitating leadership development programs across diverse industry sectors.
- Development and facilitation of dozens of supervisory and frontline management programs within the CCF industry.
- Guest and keynote speaker at National Industry Conferences

sectors & industries

Coached from Board level to front line management in a diverse range of industries and organisations including:

- Local, State and Federal Government organisations
- Viticulture and hospitality
- Professional Services – legal and accounting
- Construction – particularly Civil Construction
- Manufacturing
- Transport
- Mining
- Water
- Defence
- Sport
- IT

client organisations

Include:

- Defence Materiel
- Virgin Australia
- De Bortoli Wines
- La Salle Investment
- City Holdings
- Holcim
- BGC
- Wesfarmers
- ANZ Bank
- ACCC
- Mclwain Civil
- SEE Civil
- Altus Traffic
- Buckby Contracting
- Roberts Day
- Dept of Transport
- WA Football League
- Cooperative Bulk Handling
- Family and Community Services
- Civil Contractors Federation
- Defence
- Melbourne Water
- Asciano
- BMD
- QIC
- Sensus
- LMS Wines
- QIC
- Healthy Waterways
- Argyle Diamonds
- Works Infrastructure
- Ertech
- Stone Civil
- A Class Pavers
- Brierty Contractors
- Interactive
- Hitachi
- Healesville Wine Centre
- Lutheran Community Care
- Melbourne University Women's Football Club
- BHP Billiton
- Holden
- Snowy Hydro
- Telstra
- Oxfam
- Bielby Holdings
- Beveridge Williams
- Mainland Civil
- Suncorp
- Alcoa
- Recovre
- Ballem Civil
- Main Roads
- R J Vincent
- R&G Lawyers
- Perth Zoo
- Kennard Lift and Shift
- Waterway Construction
- Office of the Auditor General

key achievements

- Academic paper published on readiness for change
- Top Student in Master of Education Degree
- Assisted many Business Owners, General Managers, Directors, teams to improve performance, profitability and productivity including:
 - A Director and his team to improve productivity by \$500K per annum, in 10 wk period
 - A mining team to effectively complete 12 hours shifts in 10
 - A Restaurant Manager to improve annual profitability by 200%
- The training arm of a large Aust company to improve profitability by more than 1000%
- Reduced stress, work-life balance and relationship development
- High Potentials to stay challenged, productive and thus improve retention of key staff
- TV and radio appearances around Australia as consulted expert on Women and Leadership
- Accredited in Hogan Leadership Series, Bar-On Emotional Intelligence, Myers Briggs Step I and II

additional
expertise

- High level understanding of human behaviour
- Effective communication and relationship development
- Values and vision
- Career development
- Coping with change
- Personal balance and congruence
- Feedback skills
- Narrative coaching
- Able to flex style and approach to fast track individual growth

qualifications

- AICD Company Director's Course Graduate, 2011
- Master of Education (Corporate Learning) UWA, 1995
- Robin K Gray Award for top Masters Student UWA, 1995
- Marshall Goldsmith Stakeholder Centred Coaching Accreditation, 2013
- Bachelor of Education (Mathematics, Physical Education) Uni of SA , 1985
- Acceptance Commitment Therapy – introductory and advanced courses – 4 days
- Accreditation Level 1 Coaching Mt Eliza Centre for Executive Learning, 2005
- Finance for Non Financial Managers, Mt Eliza Centre for Executive Education, 2009
- Advanced Negotiation and Influencing – 5 days, Mt Eliza Centre for Executive Education, 2009
- Narrative coaching course 2 days + 1 day – David Drake, 2006
- Australian Coaching Convention, Sydney 2007
- The Mind and it's Potential, Sydney, 2007
- Accredited in Bar-On Emotional Intelligence tools 3 days, 2006
- Accredited in Hogan Leadership Inventories, 2006
- Accredited in Myers Briggs Type Indicator step I and step II, 2008
- Certificate IV, 2001
- Master Practitioner Neuro Linguistic Programming – 5 days 2000
- Certificate NLP Meta States 2000
- Certificate NLP Meta Timelines 2000
- Certificate NLP Mind Lines 2000
- Advanced Facilitation Accreditation Leadership Management Australia 1999 (Levels 1,2,3)

qualifications
(cont'd)

- Prevue selection and coaching assessments administration and participant coaching - Performance Profiling Australia (PPA), 1999
 - DIAS - behaviour profiling assessment administration and participant coaching, 1999
 - Checkpoint 360 degree feedback administration and participant coaching - PPA, 1999
 - Effective Personal Leadership - Leadership Management International (LMI) 1998
 - Effective Communications - LMI 1998
 - Effective Management Development - LMI 1998
 - Effective Selling Strategies - LMI 1998
 - Effective Personal Productivity - LMI 1997
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