

# Terry Kayes ONZM



## Executive Coach

Terry led the NZ based international environmental and engineering consultancy, Tonkin & Taylor, as managing director for 17 years. During that time the company grew both in reputation and in scale and is today a leading specialist environmental and engineering consultancy.

Terry's experience in supporting and shaping the unique culture of the organisation, together with diverse experience in other roles, have informed his evolving views on leadership and have been the foundation for his passion for mentoring and leadership development. His leadership style includes a large measure of listening and supporting, while giving people the space and encouragement to explore and grow. He believes that conversation is the medium of leadership.

On leaving Tonkin & Taylor in 2006, Terry established his own consultancy, Kayes Consulting, specialising in leadership development, mentoring and advice on risk management. In this capacity he has worked with a broad range of clients within a variety of industries.

Terry's mentoring style involves focussed listening in the context of a safe and confidential environment. He looks to foster insight and increased self-awareness and to support growing personal capacity. In his leadership development work he encourages and models reflective practice. Much of his work has been with people transitioning from successful professional achievement to broader senior leadership.

## COACHING EXPERIENCE

Terry has coached at very senior levels in a diverse range of companies, industry sectors and geographies example of some of these include:

- Counties Manukau District Health Board,
- Fletcher Building,
- Gracelands,
- Origin Energy,
- SCION,
- TeachFirst NZ,
- TEG,
- Tonkin & Taylor,
- University of Auckland,
- Vector,
- Waitemata District Health Board
- Riley Consultants
- Watercare Services

He has taken emerging and experienced leaders to another level in their career by exploring their potential through new skill sets and capabilities in areas of influencing, communication, executive presence and gravitas. Terry has a variety of accreditation in profiling instruments that he draws upon in his coaching to challenge his clients to reach their full potential

## EXPERTISE / SPECIALISATION

- Inspiring People Leaders
- Team Building
- Executive Coaching
- Change Management
- Business Strategy
- Project Management
- Management Consulting
- Board Mentoring
- Governance

## BUSINESS EXPERIENCE

- Director Kayes Consulting (2006-Present)
- Director Westhaven Marina Ltd (2010-2018)
- Director, Waterfront Auckland (2010 – 2015)
- Director, Watercare Services (2007 – 2010)
- Member, Advisory Board, Department of Civil and Environmental Engineering, University of Auckland (2000 – 2019)
- Managing Director, Tonkin & Taylor (1989 – 2006)
- Director, I&G Insurance (1999 – 2019)

## EDUCATION / BUSINESS COACHING

- Master of Engineering (Civil), University of Auckland (1968)
- Diploma of Business Studies (Dispute Resolution), Massey University (2004)
- Accredited Mediator, Centre for Effective Dispute Resolution (London), 2003
- Chartered Member, NZ Institution of Directors
- Fellow, Engineering New Zealand



COACHING GROUP