

Kate Tucker

Executive Coach



Kate has 25 years experience working in team leadership development and organisational development in a wide range of sectors. Kate developed a strong grounding through senior roles in HR management and organisational transformation at scale with ANZ and BHP Petroleum and then in Asia with US/German high tech firm Acterna Asia Pacific.

Since 2004 Kate has led her own consultancy working to build the leadership and adaptive capacity of individual leaders, leadership teams and organisations. As a coach, Kate focuses on being present, prepared to shift from the technical to the adaptive, the inner and outer game of leadership, the conceptual to the practical in the service of cultivating her coachees' capacity to thrive and achieve their goals. Kate's clients place a high value on her ability to respond flexibly and creatively to their needs, her broad and deep skills set and ability to transition seamlessly from coach, consultant and facilitator as required.

Kate's varied body of consulting, coaching and facilitation is distinguished by international and Australian government and industry recognition. In 2017, Kate lead a year long senior leadership program in collaboration with Marty Linsky, Harvard University, (co-author, Adaptive Leadership).

Kate's personable yet poised approach enables her to work with leaders from C-suite right through to front line. She is regularly called upon for her expertise in working with executive leaders to mobilise teams to lean into disruption and for building the adaptive, collaborative and performance capacity of teams.

COACHING EXPERIENCE

- Kate currently provides Senior executive coaching for individual and teams and her coaching expertise includes:
 - Coaching executive teams to address identified business challenges
 - Cultivating deep personal resilience when leading in challenging contexts
 - Building psychological safety and engagement in teams to foster teaming
 - Facilitating team development including intervening in difficult team dynamics, conflict and high stakes conversations
 - Consulting and coaching leaders undertaking organisational transformations
 - Convening Post Action Reviews, Reflective Practice and Action Learning
- Kate's clients include; PWC, Ernst and Young, KPMG, Allens, DLA Piper, QUT, Canberra University, QLD Health, Melbourne Health, SA Health, Robert Bosch, Pac Brands, McCormick Foods and Vanguard Investments
- Assessment accreditations include; The Leadership Circle, Myers Briggs Type Indicator, Saville Holdsworth Psychometric Assessments

EXPERTISE / SPECIALISATION

- Individual and team coaching
- Leadership development - mid to executive level programs
- Team development
- Executive retreats, strategic planning and staff engagement
- Organisational development and culture transformation consulting

BUSINESS EXPERIENCE

- Inhere Consulting, Director and Founder
- Acterna Asia Pacific, Transformation Manager
- BHP Petroleum (Global), Transformation Manager & HR Manager
- ANZ Group HQ, Manager Career Management
- ANZ Business Banking, HR Manager

EDUCATION / BUSINESS COACHING

- The Art & Practice of Leadership Development, Harvard University, 2018
- Adaptive Leadership Masterclass, AALI, 2019 and 2020
- Case in Point Facilitation, AALI, 2019
- Graduation Certificate in Organisation Change and Consulting, RMIT, 2001
- Transformation Coaching, Oisin, 2003
- Bachelor of Arts (HRM & Organisation Development), Swinburne, 1999



COACHING GROUP