



DR VICKI WEBSTER
Author
Speaker
Facilitator
Organisational Psychologist

PERSONAL DETAILS

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Qualifications & Professional Associations

Research PhD - Dark Side of Leadership

Bachelor of Arts (Hons I - Psychology)

Australian Institute of Management (AFAIM)

College of Organisational Psychologists, Qld (MCOP)

Interest Group of Coaching Psychologists (IGCP)

Australian Psychological Society (MAPS)

Australian Human Resources Institute (FAHRI)

OVERVIEW

An ORGANISATIONAL PSYCHOLOGIST with over fifteen years' consulting experience, working with individuals, teams, and organisations across a range of industries, including healthcare, financial services, retail, information technology, mining, manufacturing, government, and education.

Vicki delivers interactive, informative presentations that communicate clear and unambiguous messages and challenge the status quo, providing practical strategies to enhance effectiveness through embracing new mindsets and engaging in behavioural change.

Results of Vicki's research and organisational programs have been published in a range of forums: *Assisting organisations to deal effectively with toxic leadership in the workplace*, InPsych; *Fight, Flight or Freeze: Common Responses for Follower Coping with Toxic Leadership*, Stress and Health, "Creating the Right Impression" in Ideas for Career Practitioners. Celebrating Excellence in Career Practice; *Toxic Boss at Work*, The Conversation; and co-author of *How to Get Ahead without Murdering Your Boss. Six simple steps to actively manage your career.*

PRESENTATION TOPICS

The Dark Side of Leadership

- Exploring why leaders fail, triggers for going over to the dark side, and personal strategies for preventing derailment.

Leading Innovation in a VUCA World

- Demonstrating leadership and fostering innovation is the secret for survival in a volatile, uncertain, complex and ambiguous business world.

Building a Bridge from Executive to Frontline

- Strategies to avoid unintended consequences when implementing strategic objectives.

FACILITATED WORKSHOPS

Beating the Five Dysfunctions of a Team

- Based on Patrick Lencioni's work, addressing five dysfunctions and how to avoid them when building and motivating a team.

Values Based Leadership

- Aligning leaders' performance and behaviour with their personal values, purpose, and career goals.

Leader as Coach

- Techniques in performance and career coaching to foster employee engagement, capability, performance, and productivity.

Conversations of a Leader

- Exploring difficult conversations, why managers avoid having them, and practical tips to make them easier.

Working with Difficult Personalities

- Strategies and techniques for dealing with confrontational and destructive behaviour at work.

Building Personal and Career Resilience

- Reflective practice and action planning to build personal resiliency and career resilience that will maintain well-being even in the most trying circumstances.