

## Leadership Coach and Mentor

In a busy working world, with ever growing demands and fewer resources, it is easy to put yourself last – to fail to take time to think and reflect. The results can be disastrous. Australian research shows key issues for managers today include leading in a hybrid working culture, being mindful and self-aware in their people leadership, ensuring employee engagement through career coaching, and maximising their own self-care and employee wellbeing. Investing in a confidential coaching program provides structured, regular time to reflect and develop your leadership strategy, with the benefit of an objective sounding board and ‘reality’ checker.

Vicki works with managers and leaders to enhance their leadership style in order to increase employee engagement and capability. Playing ‘devil’s advocate’ she assists managers to move beyond symptoms, to diagnose organisational and team issues, identify potential solutions, develop strategies and make decisions that take into account the current political and cultural environment. While actively listening and sharing experiences and insights, Vicki will also challenge your thinking and encourage the exploration of new ideas and perspectives. Her coaching and mentoring programs are conducted in an environment of confidentiality, transparency, mutual trust and safety, without judgment.

Programs run for 12 months to enable mindset and behavioural change, the embedding of new habits. Topics may include:

- Exploring leadership strengths and potential derailers
- Strategic thinking
- Embracing emerging business trends
- Options for resolving issues and challenges
- Navigating politics
- Being influential at individual, team and organisational levels



Vicki underpins her leadership coaching and mentoring with evidence-based practice, utilising well researched techniques, including:



- Solution focussed coaching
- Leader Profiling: Leadership style, career drivers, VIA signature strengths, emotional intelligence, team role preferences, SCARF triggers
- Values alignment, purpose and legacy exercises
- Mindful leadership

### Benefits of having an independent coach and mentor

Time and space to reflect on experiences

Increased skills and leadership capacity

Improved personal and career resilience

Expanded business networks

Enhanced confidence and self-belief to achieve more than you thought possible!

### Vicki Webster

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