



Cathy Grant

Working with senior executives and emerging leaders in times of challenge and change, Cathy provides performance-based executive coaching and bespoke leadership programs to a diverse range of organisations throughout Australia. Her passion is to challenge and inspire leaders to be their best. Her focus is to create positive, sustainable change in leadership performance and organisational culture, by equipping leaders with the behaviours, mindsets and resilience to lead the organisation to the future.

Cathy coaches and facilitates leadership programs across a broad range of sectors including professional services, tertiary education, financial services and insurance, construction, mining services, the energy sector, health, and Queensland government. She has led successful executive coaching and senior leadership engagements for Ernst and Young, Origin Energy, Hatch, Boral Construction, Medibank, Suncorp, the Department of Transport and Main Roads in Queensland, The University of Queensland, and the University of Southern Queensland, amongst others.

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Areas of Expertise

- Executive Coaching – for Performance and Professional Development
- Designing and Facilitating Leadership Workshops
- Career Transition Coaching
- Facilitating Strategic Planning

Industry Experience

- Professional Services
- Tertiary Education
- Construction
- Energy, Oil and Gas
- Engineering
- Health
- Financial Services
- Government

Functional Experience

- General Management
- Marketing and Sales
- Business Development
- Corporate Governance – NED

Education

- Masters of Business Administration
- Bachelor of Economics
- Bachelor of Arts
- Graduate Diploma, Australian Institute of Company Directors

Coaching Accreditations

- International Coach Federation
- Stakeholder Centred Coaching by Marshall Goldsmith
- Coach U and Corporate Coach U Personal and Corporate Coach accreditations

An executive coach, program designer and facilitator with substantial experience in marketing strategy and executive recruitment, Cathy draws on a 30 year career with publicly-listed and large private companies to bring to her programs a deep understanding of building effective engagement within teams and with key stakeholders. This extensive experience informs her coaching approach to such key leadership challenges as initiating successful crucial conversations, building followership and team culture, creating individual accountability, managing time and priorities, building business, and exerting influence.

Cathy has held management roles in industrial sales and marketing with BHP Steel and in FMCG marketing with Johnson and Johnson Australia. During the 1990's, she established a consultancy specialising in business-to-business marketing for small to medium-sized service sector enterprises. Through years of experience in executive search and selection, Cathy has gained valuable insight into building organisational capability and resilience through cultivating others.

Internationally credentialed with the International Coach Federation, Cathy is also one of few coaches in Australia credentialed by global leadership pioneer Marshall Goldsmith in his Stakeholder-Centred Coaching methodology. She is accredited with Coach U and Corporate Coach U as one of Australia's few facilitators of the global program "Essential Conversations for Developing Others." Cathy is an accredited practitioner of Human Synergistics' Life Styles Inventory, and the Hogan Assessment tools.

A graduate of three degrees, Cathy has a Masters of Business Administration (Executive) with Dean's Honours, and Bachelor degrees in Economics and Arts, from the University of Queensland. She is also a Graduate of the Australian Institute of Company Directors course.

Cathy is a Board member of Anglicare Southern Queensland, a \$150 million revenue not-for-profit organisation providing services for the aged and disadvantaged, and Chaired the Audit and Risk Committee for three years. For the last four years, she has provided career coaching and mentoring to MBA students in one of Australia's leading business schools.