



*Katharine McLennan*

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With 35 years as a catalyst for leadership and cultural change, Katharine brings a rare depth and breadth of experience to the leadership, talent, and transformation field. She is known for her futuristic visioning, inspiring teaching, clinically informed psychology, and in-demand keynote speaking. Her work is also marked by thought-provoking workshops, innovative program design, and a relentless curiosity that keeps her at the leading edge of her leadership advisory practice.

## EXPERIENCE **INSIDE** ON THE CEO'S TEAM

### Head of Operational Planning



Directed the operational planning for 40+ venues of Sydney Olympic Games, creating the operating model still in use today

### Executive General Manager, HR



Commonwealth Bank

In charge of all 9 Business Units HR across CBA and Talent Learning, Acquisition and CEO Succession -- 90% of all HR

### Global Senior Vice President, People & Culture



Cochlear®

In charge of all HR and Talent across 30 countries, Katharine led a cultural transformation that shifted country-led silos into a cohesive, globally aligned organisation

### Head of Global Leadership Academy



QBE

Designed and delivered an academy for five levels of leadership across 27 countries -- covering 2-5 day programs for 800+ people/year



### Head of Strategy & HR

Australia's Federal Government export credit agency -- where I directed both HR and Strategy



### Board Director

Five years on Board for working with people across Australia facing depression, anxiety, trauma and chronic illness



### Advisory Board Member

Five years advising the Dean and his team on strategy and curriculum content for Business School



### Head of Strategy and Deputy Chairman of Board

Responsible for developing and delivering the 10-year strategy for "Y It Takes a Village" with our clients being youth at risk, homeless, domestic violence, and employment and training services

## EXPERIENCE **OUTSIDE** AS A TALENT AND STRATEGY

### Associate, Strategy Consulting



Consulting in strategy across telecommunications, financial services, logistics and healthcare

### Director, Leadership Advisory



Established the Leadership Development practice of PwC Australia, externally facing - designing and developing large-organisation programs



### Director, Mettle Leadership

Led the Mettle Leadership Practice, designing and delivering leadership, talent, culture, and coaching initiatives



### Principal, CEO Succession

Designed and delivered CEO succession projects at CBA, GPT, CSR, Gilbert and Tobin, Leighton Group (Leighton Contractors, John Holland and Leighton Aisa)

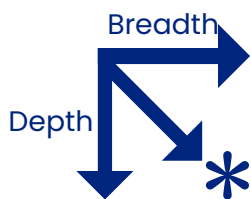
My clients over the years have included: CBA, GPT, Ergon Energy, PwC, AGL, Ernst & Young, Qantas, Macquarie Bank, Telstra, NBN, CSR, Leighton Group, Gilbert & Tobin, Minter Ellison, Bankwest, Bank of Queensland, ScotPac, illion, AMP, UBS, Westpac, Sydney Uni, UTS, Medicare/Centrelink and many others

# A SET OF CREDENTIALS UNIQUE IN THE MARKET



- Undergraduate degree with highest honours in Neuroscience and History (Duke University)
- Masters in Australian-US Political Science (UNSW)
- MBA with highest honours (Stanford University), focusing on Strategy and Corporate Finance
- An accredited psychotherapist through PACFA: Psychotherapists and Counsellors Federation of Australia, trained by Jansen Newman Institute

## BREADTH AND DEPTH OF EXPERIENCE



- 35 years of delivering a wide array of talent services:
  - Culture Diagnoses and Interventions
  - CEO Succession: assessment, transition, and onboarding
  - C-Suite Team Effectiveness Diagnosis and Intervention
  - Workshops across multiple days, audience size and levels of seniority – covering strategy, innovation, culture, vision, values
  - Executive Coaching: sparring on strategy, operations, leadership and Self
  - Executive and Private Psychotherapy: addressing depression, anxiety, trauma, substance abuse, relationship breakdown
  - Global Leadership Academies
  - Vertical development
  - The Neurobiology of Leadership and Coaching
  - Talent Management Strategy
  - The Future of HR
  - Career Progression
  - The application of Ancient Philosophies on Human Potential



Katharine lived in the occupied West Berlin between 1978 and 1980 and West Germany until 1982. She considers the fall of the Wall on 9 November 1989 a pivotal historical event that continues to inform her leadership lens

**"Strategy without execution is a daydream.**

**Execution without strategy is a nightmare.**

**But without a vibrant culture and leaders of integrity, neither can survive."**

**— Katharine McLennan**