



Consultant Bio - Doug MacKie



Doctor of Psychology (PsyD), Masters of Organisational Psychology, Masters of Clinical Psychology, Bachelor of Psychology (Hons), Member of Institute of Company Directors, Member of Australian Psychological Society College of Organisational Psychologists and Associate Fellow of British Psychological Society, Executive Coach Director & Associate Faculty with Melbourne Business School, AGSM & the Institute of Company Directors. International Advisor to the Association for Coaching

Doug is a business psychologist and executive coach specialising in the assessment and development of executive and leadership capability within top 100 companies both in UK and Australia. His qualifications in organisational and business psychology have helped to shape his focus on increasing the performance and well-being of both the individual and the organisation. He has a particular interest in developing high performing teams and the development of leadership and coaching capabilities in senior executives and systemically across organisations. His experience in facilitating the developing executive capability in a variety of countries brings an international perspective and global mindset to his approach.

International companies Doug has worked for in the identification and development of leadership and management capabilities include BHP, HSBC, BP, Toyota, Barclays Bank, Beazley, Standard Life, Diageo, Fosters, Telstra and Rio Tinto. As well as being directly involved in executive assessment with the above organisations, Doug has extensive experience in constructing leadership, coaching and executive development interventions around the organisation's business challenges. Local clients in Queensland include, Wesfarmers Resources, Aurizon, QSuper, Minter Ellison, Queensland Investment Corporation, PPB Advisory, and Queensland Health. He has developed long standing relationships with multi-national banking, FMCG's and resource companies primarily conducting executive assessment, benchmarking, development planning and coaching to senior executives in UK, Ireland, Australia, Thailand, Korea, Singapore and Hong Kong. In addition to providing 1:1 executive coaching, he has helped facilitate numerous team development and high-performance coaching programs. He has particular expertise in strength-based approaches to leadership development.

Doug's core capabilities include identifying strengths and success factors as well as barriers to optimal performance, developing and facilitating high performing executive teams, executive assessment, aligning individual development with organisational strategy and benchmarking against high performers in a range of functions. Prior to establishing his own consultancy, Doug worked for a top London business psychology consultancy and managed departments of psychologists in Health care settings. Doug has taken a leadership role in the development of the coaching industry and has presented at International conferences and published in leading journals on the importance of effective evaluation and assessing ROI in coaching engagements. He is a past participant on the Australian Psychological Society's strategic leaders program and was a member of the Standards Australia Committee for the guideline for Coaching in Organisations. He has recently successfully completed the largest controlled trial to date on the effects of strength-based executive coaching on transformational leadership behaviour as part of a Doctorate in Psychology.

Contact Us For more information, please contact **Doug MacKie** on 0407731379