

## COACH AND MENTOR CONNECT

### Coach: Doug MacKie MAICD

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#### BRIEF SUMMARY

Doug has over 20 years experience as an organisational and business psychologist, working in both the UK and Australia. He has provided a range of organisational services to leaders and senior managers within several of the Top 100 companies in the UK and Australia, including leadership development programs, executive coaching, selection of senior managers, team development programs, identification of high potential employees, career development programs, 360 feedback and identification of organisational capabilities.

#### CLIENT LIST INCLUDES THE FOLLOWING SECTORS

- Banking & finance
- Mining & resource
- Professional services
- Government
- FMCG
- Retail

#### PROFILE

Doug is a business psychologist and executive coach specialising in the assessment and development of executive capability within top 100 companies both in UK and Australia. His qualifications in organisational and clinical 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 aligning the goals of the individual against the overall business objectives and the development of leadership and coaching capabilities in senior executives. Doug has recently been involved in projects to identify and develop the characteristics of high potential senior managers within a broad range of industry sectors. Doug's core capabilities include identifying strengths and success factors as well as barriers to optimal performance, aligning individual development with organisational strategy, integrating psychometrics into development planning, benchmarking against high

performers in a range of functions and encouraging commercially relevant and personally challenging development goals. 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.

#### DISTINCTIVE CONTRIBUTION AS A COACH

- International perspective from working at senior levels within Top 100 companies in both UK & Australia
- Extensive experience in coaching senior executives to enhance performance and improve effectiveness across a variety of sectors and cultures
- Integration of contemporary and innovative leadership thinking into an evidence based executive coaching methodology

#### QUALIFICATIONS, DIRECTORSHIPS, MEMBERSHIPS

1. Bachelor of Science in Psychology (Honours) 1988: University of Edinburgh
2. Master of Clinical Psychology 1991: Manchester University
3. Master of Organisational Psychology, 1999: City University
4. Registered Psychologist in Queensland
5. Member of the Australian Psychological Society and associate fellow of the British Psychological Society
6. Founder member of the Association of Business Psychologists
7. Committee Member of QLD Australian Psychological Society Coaching Psychology SIG,
8. Member of Melbourne Business School Mt Eliza panel of Executive coaches & Associate Program Director
9. Founder member of the BPS Coaching Psychology Group
10. Chartered member of the Australian Human Resource Institute (AHRI)
11. Accredited Leadership Coach with MLQ Ltd

#### CONTACT DETAILS

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