



Consultant Bio - Dr. Doug MacKie

Summary:

Doug has over 30 years experience as an organisational and business psychologist, and executive coach working in the UK, Europe and Australasia at the Boards, executive level. He specialises in sustainability leadership, high performance teams and developing leadership within purposeful and positive impact organisations. He has helped identify and accelerate the development of ethical leadership and team capability in Boards, CEO's, C-Suite executives and MD's within many of the top 100 companies in the UK and Australia. He is the author of the definitive guide to Strength-Based Leadership Coaching in Organisations (2016) and is a co-editor of The Practitioners Handbook of Team Coaching (2019). He has recently established the Centre for Climate Change Leadership in Organisations (www.climatechangeleadership.com) and is the editor of the Handbook on this topic published in 2023. He has recently joined the General Assembly of Greenpeace Australia to further develop his governance capability.

Distinctive Contribution as an Organisational & Business Psychologist

- International perspective and global mindset from working at C-suite level within Top 100 companies in both UK, Europe & Australia
- A purpose-orientated approach that has pioneered the concept of sustainability, responsibility and climate change leadership within organisations.
- Extensive experience in advising C-suite executives, Boards and executive leadership teams 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 development methodology.
- Active thought leader, researcher, presenter, author and innovator on contemporary issues in leadership development and executive coaching including climate change.
- Expertise in designing and delivering sustainable and strength-based leadership development in teams and cultures within organisations.
- A research and academically orientated leadership practitioner with more than 10000 hours leadership coaching experience and four degrees in psychology.

Recent Board, Executive & Advisory assignments:

- Individual and team coaching for the CEO & Executive of one of Australia's largest private companies focused on purpose and sustainability.
- Coaching the CEO & MD of innovative environmental engineering firm.
- Coaching the CEO of a global Aluminium business around decarbonisation, team effectiveness and sustainability.
- Advising the decarbonisation team of a professional services firm in the leveraging of their professional expertise.
- Coaching the MD and ELT of a global procurement team around sustainable procurement, supplier recognition and material recycling.

- Coaching the VP of emerging technology of a global transport business on decarbonisation and electrification.
- Team and individual coaching for a decarbonisation team of a global resource company.
- Coaching the MD and ELT of a global procurement team around sustainable procurement, supplier recognition and material recycling.
- Coaching the CEO and ELT in global professional services around enhanced performance and integration of recent acquisition.
- Team and Individual coach for CEO & executives at Auscycling
- Led a team of coaches working with C-Suite in multi-national NFP. Achieved an 13% uplift in leadership using strength-based methodology and ROI of 540%
- Working with Chairman and peer consultant to coach and mentor transition for new CEO in global product group role.
- Coaching CEO and managing partners in Australia's largest legal firm.
- Coaching and mentoring CFO of a large Australian industrial business.
- Coaching senior executive and his team in Mongolian using an innovative strength-based approach to developing leaders and teams.
- Public sector DMO/Defence – 15yr relationship helping to professionalise civilian arm of Defence, running workshops on coaching skills, facilitating programs and coaching leaders and teams.

Education, Coach Qualifications and Psychometrics:

- Graduate of AICD Company Director's Course 2024
- Doctor of Psychology (PsyD) Strength Based leadership Coaching and effects on Transformational Leadership 2013: University of Leicester
- Master of Organisational Psychology, 1999: City University
- Master of Clinical Psychology 1991: Manchester University
- Bachelor of Science in Psychology (Honours) 1988: University of Edinburgh.
- Member of the Australian Psychological Society and associate fellow of the British Psychological Society.
- Member of the APS College of Organisational Psychologists.
- Member of the Society for Industrial and Organisational Psychology (SIOP)
- Member of Melbourne Business School Mt Eliza panel of Executive coaches & Associate Program Director
- Founder member of the BPS Coaching Psychology Group,
- Accredited Leadership Coach with MLQ Ltd
- Level A (ability) and Level B (personality) accreditation with BPS.
- Accredited provider of Hogan Suite, FIRO-B, MLQ 360, MLQ Team, MBTI, Team Diagnostic Survey, VIA, Affina Team Performance Inventory, Sustainability Mindset Indicator

Career Summary:

- **Director CSA Consulting Feb 2004- present** Boutique business psychology consultancy specialising in leadership, team, organisational and governance assessment & development with a strong emphasis on sustainability.
- **Member General Assembly Greenpeace Australia** May 2025- present
- **Mentor in the Lead for Sustainability Mentorship Programme 2025/2026**, organised by the WEF Global Shapers.
- **Associate Program Director Melbourne Business School (2005-present)**. Longstanding collaborative role with MBS providing leadership and team development services to a variety of clients including DMO/CASG and Melbourne water
- **Consultant Business Psychologist YSC Ltd London (2000-2004)**. Consultant with one of the UK's top business psychology consultancy firm specialising in the assessment & development of senior leaders in UK, Europe, Asia & Australia
- **Principal Psychologist SHB NHS Trust Surrey UK (1996-2000)**. Leadership and management of health, primary care and clinical psychology service focusing on evidence-based practice, research and evaluation.
- **Psychologist-in-Charge Greenslopes Private Hospital Brisbane (1994-1996)** General manager of psychological services across a large repatriation hospital including selection & development of staff, service evaluation and managerial representation.

Past and Present Clients:

Financial Services: HSBC, Lloyds, BOQ, Barclays, QIC, Westpac, Standard Life, QSuper
Resources: Rio Tinto, IGO, BHP, Arafura; **Technology:** APNIC, Telstra **Professional Services:** Aurecon, Neilly Group, EY, Jacobs, SKM, BCA, Canstar **Legal:** Minter Ellison, Maurice Blackburn, Norton Rose **Insurance:**, Beazley **FMCG:** Diageo, CUB **Retail:** David Jones, **Infrastructure & Transport:** WSP, Aurizon, John Holland, Transmax, Energex, Watpac, Volvo **Health :** Qld Health, Justice Health, Health Support Services; **NFP:** Oxfam Australia **Public Sector:** Dept of Defence, Qld Police: **Academic :** Melbourne Business School, UNSW Business School: **Sport:** AusCycling

Key Publications

Books

MacKie D.J. (Ed) (2023) *Handbook of Climate Change Leadership in Organisations*. Routledge

MacKie D.J. (2016) *Strength-Based Leadership Coaching in Organizations: An evidence-based guide to positive leadership development*. Kogan Page.

Clutterbuck C., Gannon J., Hayes S., Iordanou I., Lowe K. & MacKie D. (Eds) (2019) *The Practitioners Handbook of Team Coaching*. Routledge.

Peer Reviewed Articles

MacKie D.J. (2026) Strength-Based Leadership in *The Palgrave Encyclopedia of Leadership* in Press

MacKie D.J. (2025) Climate Change Leadership in *The Palgrave Encyclopedia of Leadership* in Press

MacKie, D. (2023) An Introduction to Climate Change Leadership in Organisations. In *The Handbook of Climate Change Leadership in Organisations* (pp. 1-18). Routledge.

Mackie, D. (2023). Developing Climate Change Leadership in Organisations. In *The Handbook of Climate Change Leadership in Organisations* (pp. 385-405). Routledge.

Mackie D. J. (2021) Strength-based Coaching and Sustainability Leadership. In *Positive Psychology Coaching in the Workplace*. Smith, Boniwell & Green (Eds) Springer

Mackie D.J (2020) A Strength-based Approach to developing Team Leadership and Effectiveness. In *The Team Coaching Casebook*. Clutterbuck D, Murphy C. & Turner T. (eds) OUP

Mackie D.J. (2019) Models of Shared Leadership and Team Coaching Chap 4 in *The Practitioner's Handbook of Team Coaching*. Clutterbuck D., Gannon J., Iordanou I., Hayes S., Lowe K., Mackie D. (Eds) Routledge

Mackie D.J. (2019) Team Coaching: A Strength-Based Approach Chap 17 in *The Practitioner's Handbook of Team Coaching*. Clutterbuck D., Gannon J., Iordanou I., Hayes S., Lowe K. Mackie D. (Eds) Routledge

Gordon S. & Mackie D. (2019) *Team Coaching* in Palmer S. & Whybrow A. (Eds.) *Handbook of Coaching Psychology 2nd Edition*. Wiley

Mackie D.J. (2017) Positive Approaches to Leadership Development in *The Wiley Handbook of the Psychology of positivity and Strength-Based Approaches at Work*

Mackie D. (2017) Strength-Based Leadership & Team Coaching in Asia Pacific in Blackman A., Kon D & Clutterbuck D. (Eds) *Coaching and Mentoring in Asia-Pacific*. Routledge.

Mackie D.J. (2015) Who sees change after leadership coaching: An analysis of impact by rater level and self-other alignment on multisource feedback. *International Coaching Psychology Review* Sept 2015

Mackie D.J. (2015) Evaluating Leadership Coaching in Organisations: A Survey of Formative and Summative Outcomes. *International Journal of Coaching and Mentoring* March 2015

Mackie D.J. (2015) The Effects of Coachee Change and Developmental Readiness on leadership coaching outcomes: A Controlled Study. *Coaching an International Journal of Theory, Research & Practice* March 2015.

Mackie D.J. (2015) Coaching for Strength-Based Leadership in Passmore J. (Ed.) *Leadership Coaching: Working with Leaders to Develop Elite Performance*. 2nd Edition Kogan Page.

Mackie D.J. (2014) The Effectiveness of Strength-Based Executive Coaching in Enhancing full range leadership development: A Controlled Study. *Consulting Psychology Journal: Practice and Research*, 66, 118–137

Mackie D.J. (2007) Evaluating the effectiveness of executive coaching: Where are we now and where do we need to be?. *Australian Psychologist*, 42(4), 310-318.

Conference Presentations

Mackie D.J. (2024) Developing Climate Change Leaders in Organisations. International Studying Leadership Conference , Birmingham, Dec 2024.

Mackie D.J. (2022) Climate Change Leadership in Organisations. International Leadership Association Conference. Chicago Nov 2022

Mackie D.J. (2016) Strength-Based Leadership Coaching in Organizations: An Evidenced based Approach 6th International Mentoring and Coaching Research Conference Budapest July 2016

Mackie DJ. (2015) Who sees change after leadership coaching? Presentation at International Positive Psychology Association Conference, Orlando, Florida, June 2015

Mackie D.J (2014) The Effectiveness of a Strength-Based Coaching Methodology in Enhancing Transformational Leadership. European Conference of Positive Psychology, Amsterdam, Netherlands.


Mackie D.J (2014) The Effectiveness of Strength-Based Executive Coaching in Enhancing Transformational Leadership. Institute of Work Psychology Conference , Sheffield.

Mackie D.J., Weiss K. & Pagano A. (2008) The development of an APS mentoring program. Paper presented at the APS national conference. Hobart, Sept 2008

Mackie D.J. (2007) Evaluating Outcomes in Executive Coaching: Where are we now and where do we need to be? Paper presented at the International Coaching Psychology Conference, Sydney University June 2007.

Mackie D.J. (2007) Evaluating Outcomes in Executive Education . Paper presented at Melbourne Business School Annual Coaching Conference Dec 2007.

Mackie D.J. (2006) Evaluating Outcomes in Executive Coaching: What can we learn from the training and psychotherapy literature. Paper presented at the APS SIG Coaching Psychology Conference, Gold Coast QLD, July 2006.

 **Contact Us** For more information, please contact **Dr.Doug Mackie** on 0407731379

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