

## **Sandee Banks PCC, FCIS: Executive & Personal Coach**



### **Contact Details:**

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### **Background Information and Coaching Experience**

Sandee is an executive and leadership coach who works with leaders and high potentials to help them leverage their strengths more powerfully. Sandee uses a range of individually selected, strengths-based tools and processes to enable her clients to gain greater insight and take more powerful action.

Sandee has a rich corporate background, deep coach-specific training and strong business qualifications and draws on each of these elements in her coaching. A former corporate executive, Sandee coaches from a robust business platform and understands the opportunities and challenges of working in complex, high-performance environments. She is also one of only a small number of coaches in Australia to be awarded a PCC designation by the International Coach Federation, the primary global association for professional coaches. Sandee holds an international general management qualification, similar to an MBA in depth and breadth of study.

As an experienced executive coach with a track-record of success across a range of organisations and industries, Sandee has been selected onto a series of coaching panels, including one for an iconic institution through which she coaches international clients.

### **Qualifications and Professional Recognition**

Fellow of Institute of Chartered Secretaries Australia - International General Management Qualification

PCC credential through the International Coach Federation

Certified Graduate, Advanced Coach Training Program, Coach U, USA

Team Diagnostic Facilitator – High Performance Teams: Team Coaching and Diagnostics pre and post coaching

Coaching Clinic Facilitator – 2 day program to develop coaching capability of managers and leaders

PCSI – Personal Coaching Styles Inventory

Accredited in Integral Leadership & Management 360 assessment profiles

Accredited Practitioner of Genos Emotional Intelligence, DISC & Motivators Assessments

Director of Membership & Development - International Coach Federation, Australasia  
Member of the ICF WA Chapter Leadership Team  
Director/Owner of Okapi Investments  
Company Secretary (Head of HR, Admin & Corporate Governance) Reedbuck Gold  
Administration Executive (Head of HR & Admin) The Metro Group

### **Industries**

Advertising, Banking/Financial, Construction, Engineering, Government, Healthcare, Human Resources, Law Enforcement, Professionals, Manufacturing, Mining, Non-Profit

### **Domains of Coaching Expertise**

- Leadership development
- High Potentials (Hi-Po) development
- High Performance Teams – Team Coaching & Diagnostics pre and post coaching
- Delivery of Coaching Clinics - coaching skills & techniques for managers & leaders
- Interpersonal skill development & performance enhancement
- Emotional Intelligence - intentionally & efficiently deliver individual & org outcomes
- Cross-cultural communication
- Facilitation

### **Major Achievements as a Corporate Coach**

- Coached members of the leadership team of a blue chip organisation over 4 years. Foci included improving strategic thinking, strengthening leadership capability, lifting communication, turning around difficult peer relationships, strengthening executive presence to achieve promotion, developing individual leadership styles, improving team cohesion and management.
- Worked with an Operations Capability Manager who changed perceptions that he wasn't capable of planning & implementing systems to delivering a significant site improvement \$18m project feasibility study on time and on budget which took 18 months to complete.
- Coached a Managing Director through a career transition from commerce into the banking sector to a renowned global financial institution.
- A Senior HR Executive who improved leadership and communication skills and now sits in an advisory capacity to their Board.
- Currently engaged on a range of coaching panels to coach executives and high-potentials in Australia and Internationally.

*"Sandee has an absolute skill at making sure we would end up talking about the things that actually matter and, more importantly, could make a difference to how to approach a situation, how to manage a problem, how to make an outcome achievable."*

***Director Corporate & Commercial Development***