



Who am I?

I utilise my experience to coach and mentor established and emerging leaders. I am the biggest believer and advocate for executives I work with and help them tap into their potential.

I use the language of an executive, powered by coaching and mentoring models in the background. I listen, I'm honest, I will help simplify complex challenges but will push you to come up with your own answers, I know you have.

How clients describe me

"I can trust Matt to give me an honest assessment of the issues I'm facing. But most of all he asks the right questions, and before I know it, I've thought of something different which more often than not ends up the right direction for me to take."

"Matt helps me think about things differently. I won't say the sessions are always easy... I feel challenged but in a good way."

"It is a chance to pause and reflect. And I find it is only then that you get clarity."

Other expertise

- Facilitation
- Proprietary 360 degree feedback

Qualifications and associations

- ASX200 (Arena REIT) Non-Executive Director
- Certified Organisational Coach and member Institute of Executive Coaching and Leadership (IECL)
- Graduate and Member of Australian Institute of Company Directors (GAICD)
- Bachelor of Commerce, UNSW
- Member of 12 different Board, Risk, Group and Company Committees over the last 10 years
- 16 years at Macquarie Group

Matt Nacard

Sydney

My coaching style and communication approach

I listen. I'm interested. I have a good sense of humour that can help facilitate a genuine conversation. I can help simplify the complex. I'm coaching and mentoring because I want to help people. I'm supportive and I'll be your most reliable advocate. I am a strong believer that everyone has significant potential that will come to fruition with the right support.

But I also challenge and drive individuals to think and determine the best course of action for themselves. You get a chance to pause, reflect and think at another level. This can appear intensive but ultimately generates the most rewarding outcome. I focus on the whole individual because you live in the real world and who you are and what you do impacts your effectiveness at work.

My business and leadership experience

I am an experienced CEO, ASX200 Non-Executive Director, Committee Chair and company founder. I have 30+ years of financial services and real estate-related experience across asset classes. I was responsible for 400+ people across eight countries in Asia while based in Hong Kong with Macquarie Group where I was an Executive Director for ten years. This experience helped me understand cross-cultural challenges. I was also Co-founder and CEO of Ethical Partners Funds Management, which managed up to A\$3.6bn for clients.

As Principal of Nacard & Associates and GRAM Associate I coach a range of executives from CEOs to high potential up-and-comers as well as serve on Boards and advise companies in the financials and not-for-profit sectors. My wide range of senior roles across Asia Pacific help me understand leadership challenges from a senior executive's perspective.

Key themes I help people navigate

My work with senior leaders is based on a blend of my recent and relevant experience and the implementation of proprietary coaching and mentoring models. Areas of focus include:

- Deepening strategic thought as well as assisting leaders find true (but pragmatic and achievable) purpose and meaning
- Building expertise in developing influencing and motivational skills to improve and enhance team performance
- Helping senior leaders manage transition and change

Recent coaching engagements

- **CEO, Financial Services:** Helped navigate a period of rapid growth and change; Board interactions and dynamics improved; achieved balance driving long term sustainability.
- **Senior Executive, A\$5bn+ Fund Manager:** Successfully assisted in development of influencing skills and strategic networking approach; development of a domain expert to respected organisational leader.
- **Up-and-coming C-Suite -2:** Development of leadership principles; how to grow and hire the right team, broaden influence and step up ready for a significant leadership position.