



Who am I?

I coach senior leaders and executive teams to go further – helping them think more clearly, lead more deliberately and make sense of what's really going on. I'm most useful at critical moments – transition, increased complexity, or when more is being asked of them as leaders.

Candid, direct and energetic. I get to what's real quickly, and I don't let leaders settle for the easy answer.

How clients describe me

"Liane has a way of getting to the real issue without you feeling interrogated."

"When I thought I'd landed on something, Liane would pressure test it – to make sure it was the real answer, not just the comfortable one."

"Over time, Liane helped me see things I hadn't thought to question. The shift was gradual – but it was real."

Other expertise

- Facilitation
- Team coaching
- Coaching Supervision

Qualifications and associations

- MBA – Macquarie Graduate School of Management
- Executive Coaching Accreditation – IECL Level 3
- Systemic Team Coaching Certificate – Peter Hawkins
- Professional Certificate in Coaching Supervision – Oxford Brookes
- Human Synergistics LSI & L/I, Leadership Circle LCP & CLA, MBTI, Hogan, HBDI, DISC, MSCEIT, VIA Strengths
- Member: Association for Coaching and International Coaching Federation

Liane McGrath

Sydney

My coaching style and communication approach

My style is light-hearted with serious intent. Direct, yet warm, my conversations are clear, concise and pragmatic. I listen deeply – to what's said and what's not – challenging the status quo.

I work with leaders in the full context of their role: the relationships, pressures and dynamics shaping how they lead every day, not just the presenting issue. For many, I become a trusted thinking partner and confidante – the person they call before the difficult conversation, to road-test a big decision, or when they need to make sense of what's really going on.

I'm evidence-informed and curious - my coaching is about potential, not just problems – working with whatever helps or hinders a leader from being their best. I hold the tension between challenge and support, bring frameworks where they serve, flex in the moment, and keep the work grounded in what's real and relevant.

My business and leadership experience

Before consulting, I led teams across professional services, media and automotive, giving me a practical understanding of commercial pressure from the inside. I now own and lead Gram Consulting Group and have been coaching senior executives and teams since 2004. I work mostly across financial services, professional services, government and not-for-profit sectors.

I take an active leadership role in the coaching profession – working as a Coaching Supervisor to support and develop other coaches. I've also developed the Coaching Effectiveness Index – an industry-first framework for measuring coaching impact. Both reflect the same conviction: that coaching should be held to a higher standard of evidence and accountability - and always evolving.

Key themes I help people navigate

- Shifting from functional to enterprise leadership
- Leading through complexity and uncertainty – maintaining composure and effective decision making
- Understanding and shaping their leadership shadow - closing the gap between intention and impact
- Navigating career inflection points – clarifying what matters and what's next
- Building influence through quality communication - developing networks, relationships and stakeholder trust

Recent coaching engagements

- **MD, Financial Services** Broadening strategic perspective, engaging across cultures, and leading with influence beyond authority.
- **GM, Public Affairs** Building confidence and flexing leadership style, leading to stronger relationships and greater stakeholder influence.
- **EGM, Insurance** Shifting from team-centric to enterprise leadership while building peer-level influence and confidence.

