

# Ian Young

Ian is a results focused executive coach, consultant and facilitator. He has over twenty-five years of consulting, commercial and operational experience. Ian has worked with many leading companies and government departments. He has worked with senior executives as well as high-calibre graduates and emerging leaders. Ian has designed and delivered many bespoke leadership and coaching interventions.

These interventions have equipped and developed individuals, teams and organisations to better deliver results and achieve strategic goals. Ian is deeply experienced and expert executive coach. He designs and delivers evidence-based and solutions-focused coaching interventions that ensure organisational and individual goals and objectives are translated into tangible and demonstrable results. Ian has expertise that will help improve leadership, bottom-line results, individual and team dynamics and organisational alignment. Ian has designed and administered a number of tailored 360 feedback and appraisal systems interventions. These interventions have successfully facilitated the development of leaders in sectors as diverse as corporate services, insurance and state and federal government departments and agencies.

## **Coaching philosophy and approach**

Ian is a highly engaging and successful executive coach. Underpinning his approach is an evidence-based collaborative, goal oriented solution focused cognitive behavioural framework. He strives to create an environment where coachees feel that their development is supported, yet comfortably challenged. He understands that for real and lasting development to occur individuals must, firstly, be guided towards ideas and information that open new possibilities. Secondly, that these ideas must be experienced in a way that engages them both intellectually and emotionally. Finally, that participants must then be supported in utilising and applying these ideas practically and demonstrably in the workplace.

## **Industry knowledge and experience**

Ian has worked with many private and public clients across a range of industries and portfolios. Private clients Ian has worked with include Charter Hall, Clayton Utz, Cognizant, CGU, Suncorp, TRU Energy, RMIT, Monash University and IAG. Government clients have included the Department of Agriculture, Fisheries and Forestry, the MRT-RRT, TfNSW, Sydney Trains, the Department of Finance, the ABS, AusAID and the Department of Resources, Energy and Tourism.



## **Qualifications & Memberships**

Masters of Science (Coaching Psychology),  
University of Sydney

Grad. Dip. Psychology, Monash University

Masters of Business Administration,  
Monash University

Grad. Dip. Industrial Relations / Human  
Resource Management, Victoria University

Bachelor of Engineering (Industrial and  
Computing, with Distinction), Monash  
University

The Leadership Circle (TLC); Life Styles  
Inventory (LSI); and Myers-Briggs Type  
Indicator (MBTI)

Member of the International Coaching  
Federation.