

# LIANE KEMP

KEMP STREET PARTNERS



## ONE-ON-ONE EXECUTIVE COACHING

## SENIOR EXECUTIVE/CEO TRANSITION COACHING AND SUPPORT

*"Liane has this uncanny ability to put her finger on the pulse of what is really going on, showing you things that are holding you back. She then challenges you to consider a different way of being and supports you as you practise."*

SENIOR EXECUTIVE, HIGHER EDUCATION

*"The work I did with Liane, set me up to be the Board's pick. She has a wealth of experience, perspectives and ideas and she pushed me to think in new ways."*

CHIEF EXECUTIVE, FINANCIAL SERVICES

## QUALIFICATIONS /CERTIFICATIONS

Bachelor of Science (Mathematics)

Coaching Accreditation (Columbia University, NY)

Member International Coach Federation

Certified practitioner:

- Leadership Circle
- ESCI
- NBI™

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## SAFE, HONEST, COLLABORATION SPACES TO REFLECT, EXAMINE PATTERNS AND DESIGN ACTIONS

### COACHING EXPERIENCE

Liane is a Columbia University accredited coach. Her coaching experience dates back to the early 2000s. Since that time, she has worked with hundreds of leaders (both in her prior role in a professional services firm and then in her own practice since 2015). Her experience spans diverse backgrounds, functions, geographies and industry sectors.

She is largely agnostic as to industry or function as her view is that "the key to the door of growth and lasting behavioural change is a restlessness with the status quo".

### APPROACH

Liane creates the conditions for genuine exploration; a safe space where leaders can examine the thinking patterns and habits that shape how they lead, often without realising it. In this non-judgmental environment, clients can surface what's truly getting in their way.

From this foundation of trust, her approach is pragmatic. Together, they design practical strategies which the client implements. She holds clients accountable, reflecting on what's working, adjusting what isn't, and building momentum and sustainable change through real-world feedback loops.

Every tool and framework she offers is backed by the research, more than a decade of coaching leaders, and her own business experience. Her clients don't just gain insights; they walk away with approaches they can implement the next day.

### TYPICAL ENGAGEMENTS

- CEO Succession and/or new CEO support
- Supporting leaders become even more effective by shifting problematic behaviours and adopting new ones.
- Working with leaders who are making the transition from leader of a technical team to a leader of leaders, from problem-solver to coach.
- Assessing leadership capability and helping people to subsequently design and then implement a personal development plan.
- Career transition support.
- Liane frequently works with leaders in highly technical areas to help people understand that sometimes they need approaches beyond analysis and logic to 'carry the day'.

### BUSINESS AND PROFESSIONAL EXPERIENCE

- Built and then led the professional development function for a global executive search firm (including six years on the worldwide management team, five of which were based in the USA).
- Line management background including leading the Nutritional Products Division of NZ Dairy Board (now Fonterra), and a US-based joint venture.
- Early career in planning and strategy in the oil and gas business.
- Former Academic Chair and Conference Chair for the Columbia international coaching conferences.