

LIANE KEMP

KEMP STREET PARTNERS



LEADER DEVELOPMENT

TEAM EFFECTIVENESS

TEAM COACHING AND FACILITATION

LEADERSHIP CAPABILITY ASSESSMENT

BOARD AND CEO ADVISORY

"Liane 'gets it'. She understands our context and translates that into programs that generate real insight and offer people practical tips that can be implemented immediately."

CHIEF INFORMATION OFFICER

"The work that Liane delivered opened our eyes to what was really holding us back. It came at the perfect time given the enormous pressure currently on the organisation."

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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YOUR **PARTNER** IN DESIGNING AND DELIVERING **HIGH IMPACT CONTENT** FOR YOUR PEOPLE

NEED TO DEVELOP LEADERSHIP CAPABILITY ACROSS THE ORGANISATION?

Liane's signature work is focused on 'leading self' – understanding ourselves to understand how we lead and how that impacts others. She designs programs to help leaders move from problem-solving to leading, especially as they transition from leaders of teams of individual contributors/SMEs to leaders of leaders.

WANTING PEOPLE TO HAVE MORE PRODUCTIVE CONVERSATIONS?

Liane helps teams communicate more effectively with each other, helping them address the unspoken issues, equipping leaders with the skills to navigate difficult conversations "in the room", and give honest feedback to one another in service of increased team effectiveness and performance.

WANTING MORE EFFECTIVE TEAM MEETINGS/OFFSITES OR DECISION-MAKING?

Liane facilitates team meetings and offsites, to ensure people stay on track, tackle tough issues, reach optimal solutions and walk away with concrete action plans.

BUILDING A FUTURE FIT LEADERSHIP TEAM?

Many teams are finding themselves flat-footed when contemplating how to lead in a constantly changing, ambiguous environment. Liane will help review the capability of the leadership team and recommend actions.

APPROACH

Each engagement is tailored to the context and needs of the clients. For programs of longer duration her work is based on a modular approach, built on several smaller group interactions interspersed with reciprocal peer coaching in small groups. Liane has researched and published a paper demonstrating the efficacy of this format for long term sustainable change.

RECENT ENGAGEMENTS

- Developed and led the *Understanding Your Leadership* module for the top 150 Leaders globally over four years, in a large public industrial company.
- Series of team effectiveness modules for multiple layers of leadership in a technology team, focused on building and then transferring capability.
- Leadership team review and assessment to support a future fit team in a large financial services business.

AFFILIATIONS

With more than 20 years in professional development, Liane has a wide network of professional partners on whom she can draw, including:

- Culture, change and OD professionals
- Strategy experts
- Clinical and organisational psychologists
- Coaches and assessment professionals
- Academics across a range of disciplines

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.