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Personal overview

I work with individuals, teams and organisations as an independent coach, facilitator, consultant and leadership development facilitator. Regardless of the issue at hand my goal in these varied roles is to help individuals and groups clarify their own thinking and generate new insights that build their confidence and energy to take action.

Following an early career in accountancy and business I undertook a Masters in Applied Behavioural Science and worked in a number of executive roles in organisational development and change in the private and public sectors, most recently at the Department of Treasury & Finance. Since 2004, in collaboration with my wife Melanie, I have been running my own independent consulting and organisational development practice. Most of my work is with clients in the public sector.

Why do I coach?

My personal career evolution over nearly 30 years (from junior auditor to executive coach) has been achieved through ongoing development and reflective practice – continuously learning from my experiences. Through coaching I enjoy helping others with their own development and growth. The most exciting moments come through the coaching relationship when clients achieve real breakthroughs:

'I haven't thought about it like this before'

'I've got real clarity now on the key issues'

'I'm feeling really confident that I can do this'

The duration of my coaching relationships are variable – some are shorter helping with immediate issues, some are longer-term, and some where clients reconnect with me at various times throughout their evolving careers.

What does working with me look like?

In the initial instance we will spend some time exploring the goals/areas of focus for your coaching. These goals are likely to fall in one or more of the following categories:

1. *Issue-based coaching* – we work on workplace opportunities or issues that are important to you.

2. *Developmental coaching* – we work on leadership behaviours or skills that you wish to develop.
3. *Career coaching* – we explore strategies for career development.

Working within the broad framework of the GROW coaching model, my coaching approach is primarily based on action learning principles as we move around a cycle of exploration – sense-making – planning – action – reflection.

I always aim to build a positive relationship with my coaching clients – personable but purposeful. You will likely find me:

- Easy-going and affable
- Present and attentively listening
- Asking insightful or challenging questions
- Offering feedback – providing a mirror to what you might not see
- Offering concepts or strategies that might help
- Practical and action focused

In between coaching sessions my clients experiment with some actions or behaviours and reflect on their experiences. I do encourage clients to maintain a reflective learning journal to ensure they are continuously learning from their experiences.

Why might you consider selecting me as your coach?

There are many experienced and skilled coaches available to choose from – it can be difficult to consider which ones might be right for you. Some potential reasons that you may consider me as your coach are:

1. I have worked as an executive in the Victorian public sector – I understand the language and context in which you work. We can get down to business quickly.
2. I come from a business practitioner perspective, rather than a psychological or counselling perspective. My goal is not to provide analysis – it is to help you with your thinking in order to gain clarity and insight into your issues and move to practical action.
3. I build authentic, trusting and equal relationships where you can feel comfortable to talk about the real stuff.
4. I don't just do executive coaching – I am able to offer numerous tools, frameworks and methods from the broad range of facilitation and consulting assignments I undertake.

Coaching experience and clients

Over the last 10 years I have coached numerous individuals from a range of organisations including Department of Premier and Cabinet; Department of Environment, Land, Water and Planning (and predecessor organisations); Victorian Police; Environment Protection Authority; Whitehorse Council; Arts Victoria; Department of Human Services; Department of Education and Early Childhood Development; and Vic Roads. Some of the issues tackled include:

- Building confidence with networking
- Influence and leadership of stakeholders
- Developing strategic thinking capabilities
- Exploring future career pathways
- Managing resistance during organisational change
- Improving people leadership

Other coaching related activities include:

- Co-facilitating delivery of an intense two-day *Leader as Coach* program (since 2008). This involves working with a small group of managers to coach them in the GROW model to improve their coaching practice.
- Collaborative group coaching of leaders in the Discovery in Action® (Leading People) program – over 250 participants directly coached by me.
- Action learning coach: facilitating teams to use reflection in action and develop their leadership behaviours and practice

Executive and management experience

- Program Director Reaching our Potential, DTF – led an integrated change management program at Department of Treasury and Finance that included an innovation strategy, new business model, leadership program and KM strategy.
- Director Corporate Planning, DTF – responsible for business planning and reporting, HR strategy, risk management, internal audit.
- Manager Organisational Effectiveness at City of Melbourne - responsible for business planning and reporting, HR strategy, risk management.
- Senior Manager at Ernst & Young

Qualifications and memberships

- Certified Organisational Coach, Level Two, IECL
- Master of Applied Science (Innovation & Service Management) RMIT (1989-99, 2006)
- Bachelor of Economics (Monash 1986)
- Qualified as an Associate Member Institute of Chartered Accountants (1990)
- Member of the Australian Institute of Professional Facilitators
- Member of Organisation Development Australia
- Member of the DELWP, DPC, Bayside Council and VLDC coaching panels

