

## Peter Webb

### Leadership Capability Coach

Consultant Executive Coach Psychologist (Reg'd NSW)  
M.Appl.Sci.(Psychology of Coaching), M.A.P.S., M.S.C.P.  
Accred. Exec. Coach(Institute of Executive Coaching)  
B.Econ.Hons.(Organisational Psychology)  
Facilitator, Chifley Business School  
Associate Program Director, Mt Eliza Executive  
Education Centre (Melbourne Business School)  
Collaborative Partner, Positive Psychology Institute



Peter Webb is a Leadership Capability Coach with an applied research focus in the psychology of *wisdom*, helping leaders make difficult choices in business and in life. He has coached Managers, Executive Managers, Directors, and Partners over thousands of hours across a diverse range of commercial and government enterprises, and he has trained hundreds of consultants, coaches, and managers as coaches.

Peter is the author of "[Coaching for Wisdom: Enabling Wise Decisions](#)" (2008), in: D.B. Drake, K. Gørtz, & D. Brennan (Eds.) *The Philosophy and Practice of Coaching* (pp. 161-175), San Francisco, CA: Jossey-Bass.

### Leadership Capability Coaching

Leadership Capability Coaching is a cost-effective, evidence-based methodology for helping people improve their performance in the areas of leadership, communication, interpersonal, and cognitive skills. It is also a practical mechanism for enabling an organisation to meet competitive pressures, plan for succession and bring about change. Based on worldwide research and experience it is now clear that coaching has a significant and positive impact on people and on business results.

Leadership Capability Coaching provides you with the following benefits:

- Accurate appraisal of your management style and your personal impact on others to help you build your strengths and minimize your limitations for successful career progression.
- A politically independent *sounding board* to help you articulate your thoughts and get clarity about your current situation.
- Questions of appreciative inquiry to help you reflect on your actions and attitudes and gain more resourceful approaches to people and business issues.
- Evidence-based frameworks, tools, and techniques to enable you to better understand people and business issues and to practice the particular management skills you need.
- Insight into your *default patterns* under stress and how to modify them to build career resilience.
- Recognition of the underlying meaning behind specific circumstances and incidents enabling you to achieve more of a strategic *eagle-eyed* view.
- Intelligent and perceptive dialogue to help you build greater flexibility, compassion, and integrity in bringing about team and organisation change.
- Comprehension of the political and manipulative actions of others, and practice in the skills of persuasion and influence to block attempts to sabotage your plans and to enhance your profile.

- A clear picture of your intended future scenario and elucidation of the practical steps to achieve it.
- Genuine support and encouragement to help you stay on track with your intended direction.

## Clients

Since 2001, Peter's executive coaching clients have included: WorleyParsons; Merck, Sharp & Dohme; GrainCorp; InnerSkill; Seven Network (Operations) Limited; CSIRO; Citigroup; National Australia Bank (NAB); Landcom (NSW); The Sydney Opera House; Oceania Maritime Services; South East Sydney and Illawarra Area Health Service (SESIAHS); Clayton Utz; Colonial First State; Novartis Pharmaceuticals; The Federal Court of Australia; Insurance Australia Group (IAG); BankWest; Landor Associates; Alleasing Finance Australia Limited; the Australian Department of Defence; ABN Amro; AusTrade; PricewaterhouseCoopers; Centrelink; Ernst & Young; Parsons Brinckerhoff Australia; John Fairfax Holdings Ltd; The Commonwealth Bank; and various SME Company Directors.

## Program

Engagements begin with a meeting, preferably with key stakeholders also present (e.g., your manager, and/or Human Resources manager). This will give you valuable insight into your *authentic self* and the *landscape* of your present situation, and also the expected outcomes. If you feel right about Leadership Capability Coaching at that time then we can agree on a suitable program and arrange for contract sign off.

Leadership Capability Coaching programs include:

- Valid and psychometrically rigorous assessment, typically the Hogan Leadership Forecast, MLQ-360, or PB-360.
- An assessment debrief session (2 hours).
- 4-10 hours of coaching (hourly sessions, 2-3 weeks apart, over 3 - 9 months).
- Off-site venue if preferred.
- Subscription to the bi-monthly "Successful Intentions" e-newsletter for the duration of coaching.
- Access to members-only leadership coaching models, questionnaires, and frameworks.
- Email and phone support with 24-hour turnaround of requests for assistance.

## Contact

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