



facilitators of organisational and personal transformation

keogh consulting

Personal Development

Industry

Professional Services

- Personal development and executive coaching

By-line

Making my next career dream a reality

Context – Background

Successful career teacher / deputy principal, education and curriculum advisor seeks transformational change.

A teacher, with 24 Years experience in Australia, UAE, Malaysia and Singapore, wanted more than a sea change - she wanted a career makeover and a transformational experience

The Challenge

To transition this senior client from one successful career to another...in 12 months!

To guide and build competencies and abilities to enable the transformational shift which would support the client to become a personal and professional development consultant in private practice.

The Keogh Approach

Our approach is founded in the belief that the future is created and made real in the present.

Our process included

- Exploration of life purpose and personal visioning utilising Keogh 'personal life planning' approach to establish
 - The vision
 - Life's purpose
 - Personal mission
 - Preferred employer and job profile
- Personal audit to explore what shape the client was in to generate foundations and opportunities to leverage strengths
- A rigorous review of personal history and analysis to identify key patterns and transition points, successes, habits and to reinforce progress
- Gap analysis focusing on dimensions of technical and business abilities and knowledge, physical capacity and wellbeing, interpersonal and intrapersonal awareness, style and skills, clarity of vision, objectives, direction and purpose
- Secondary research – what makes for effectiveness as a personal and professional development consultant?
- Targeted objectives in bite sized, achievable, benched stages completed in a planning template and 12 month plan
- Development of a personal plan which included
 - Clarified vision – 5 yrs
 - Staged plan for each year
 - Targeted 12 month plan
 - Detailed implementation actions and areas of focus



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- Performance mapping - interdependent sessions spread over a 12 month period
- Coaching sessions (2-3 hrs) with prework, post session homework and prescribed reading.

An integral part of the professional development sessions also included

- Simulations for practice of core competencies
- Open forum discussion of topics in tutorial format
- Inductive reflection of core concepts and their practical holistic application to the life and business of a consultant
- Journaling - recording ideas, actions, reflections, insights, lessons and results
- Recommended reading, articles and journals
- 'Go see' mentor program
- Action learning assignments
- Shadowing

The Results

The client successfully transformed her life, leveraging her teaching and education experience to join an international consultancy which employed her as a leadership and organisational development consultant.

Within the first 6 months of her new role the client had travelled extensively, contributed substantially to a broad range of key client OD interventions and was elevated to the position of team leader / senior consultant with a planned move to a management role.