



## Hamish McMaster

Executive Coach

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Hamish is an experienced Executive Coach who is highly accomplished in assessing all aspects of human behaviour and performance to support senior leaders to achieve sustainable outcomes. He was a founding member of Harvard University's Learning Innovation Laboratory and has over 20 years' experience in executive roles in the financial services sector and management consulting across the USA, UK, South America, Asia and Europe.

As a Coach, Hamish draws on his expertise to work with individuals, teams and organisations to help harness leadership talent, optimise performance and ensure optimal alignment between people and roles to achieve strategic goals. He is also highly skilled in applying evidence based methodologies to the design and delivery of leadership assessment and development programs to establish rigorous and robust talent pipelines aligned to business needs.

Hamish also leverages his skill in realising human potential through his work as a psychology coach for elite adolescent athletes competing at state, national and international level competition across a range of sporting codes. He is also a published author and speaker on the topic of adolescent wellbeing and high performance.

Hamish lives with his wife and two children in Sydney. He loves spending time with his family, travelling and can often be found exploring the outer regions of the NSW hinterland.

### AREAS OF COACHING EXPERTISE

- **Leadership Development** – Coaching senior executives to think more broadly about succession and talent management opportunities
- **Career Transition** – Career management coaching to support and enable senior executives to proactively develop strategic career pathways, clarify future aspirations and forms plans to achieve personal and professional goals
- **Personal Agility & Effectiveness** – Working with clients to facilitate insights and behavioural transformation that result in fundamental shifts in business performance, leadership impact and personal sustainability
- **Cross Cultural Leadership** – Enabling individuals to successfully lead and integrate businesses and teams across different cultural contexts to achieve high performance
- **High Performance Teams** – Working with senior executive teams to fully leverage and align leadership capacity to accelerate business performance and maximum client impact.

### BACKGROUND

- Commonwealth Bank Australia – General Manager Talent Management
- Macquarie Group – Global Head of Learning
- Deloitte (USA and New Zealand) – Director, Management and Organisational Development
- KPMG – Organisational Psychologist.

### QUALIFICATIONS

- Registered Psychologist – Psychology Board of Australia
- Masters of Arts (Psychology) – University of Auckland
- Bachelor of Arts (Psychology) – University of Auckland.

### ACCREDITATIONS

- DDI Competency Assessment; DiSC, FIRO-B, Hogan Assessment Systems; Lominger Competency Assessment; MBTI, SHL Assessment Systems; Thomas Kilman Conflict Assessment; WAVE Professional Styles.

“Hamish drew for me the connections between the leadership context and the leadership behaviours that could make me effective. His insights were thoughtful and often provocative and led me to find the questions I had to answer.”

SENIOR EXECUTIVE, PROFESSIONAL SERVICES FIRM