

# Dr Sean O'Conner PHD

Over the last 12 years Sean has worked with many directors, executives and senior leaders, both individually and in groups, to provide leadership development through coaching and training programs.

He has worked broadly in IT, Law, Finance, Telecommunications, Corporate services, Academia and across the public sector. He also lectures, and runs coaching research at Sydney University in the Coaching Psychology Unit, training and developing new coaches as part of the Masters of Coaching Psychology.

Sean has worked with senior executive and leadership teams helping them to develop and better deal with complexity in the work place and shift climate through organisational change projects. Through the application of a mixture of Positive Psychology, System Theory, Cognitive Behavioural and Solution Focused approaches he has been able to help individuals and teams to shift behaviour while promoting wellbeing, performance and development.

#### **Examples of specific team and leadership development topics include:**

- Developing a solution-focused approach to work place interaction.
- Developing positive workplace climates.
- Complex adaptive systems theory, Systems thinking, complex problem solving and managing change.
- Stakeholder and multi system management through network thinking and analysis.
- Leader as coach programs.
- In house coaching program design.
- Creating dialogue and collaborative solution approaches.

Individual coaching topics vary widely, however some major topics include; dealing with complexity and multiple stakeholder relationships, developing team cohesion and quality interaction, Leadership development in new complex roles, goal development and attainment, stress reduction and behaviour change, and developing perspective taking capacity.

Some of the major clients Sean has worked with include Lion, Queensland Competition Authority, AMP, BT, Blake Dawson, SESIAHS, UWS, NSW department of education (CWU), FACS, Sydney University, Sydney Veterinary Science, YMCA and NSW department of Health and numerous hospitals - amongst others.

Sean takes a collaborative evidence based approach to coaching, leadership and organisational development, supported through professional supervision.



#### **Academic positions and Qualifications**

Lecturer and Research - Sydney University  
Coaching Psychology Unit (2009-Current)

Doctor of Philosophy in Coaching  
Psychology – Sydney University  
(2008-2012)

Masters of Coaching Psychology –  
Sydney University (2004-2006)

Bachelor of Science (Psychology) –  
University of NSW (1996-2000)

#### **Professional Affiliations**

President - University of Sydney  
Coaching and Mentoring Association  
(USCMA) 2007 – 2010

Member of the Australian Psychological  
Society Coaching Interest Group

USCMA Peer Group Supervision Member

Australian Handbook of Coaching  
Standard committee member

#### **Additional Coaching related Services**

Accredited in Hogan Personality Inventory  
(HPI, HPMV, MVPI)

Kegan - Subject Object developmental  
Interview and analysis

The Leadership circle Profile accreditation

Team Interaction Analysis  
and intervention planning

360 degree review, feedback and  
performance development planning

Organisational Social Network analysis  
and intervention program design

Tailored Leadership development  
workshops and team training programs

Facilitated dialogue and team planning