

Renata Schnall

- 1. Organisational & Team, Review & Change**
- 2. Career Coaching and Transition**
- 3. Organisational Role Analysis/ Executive Coaching**
- 4. Psychological Assessment**

SPECIFIC EXPERTISE

1. Organisational & Team, Review & Change

Worked with Fortune 500 and ASX Top 200 companies in USA and Australia particularly banks, Insurance groups, professional services, IT & T examining reasons for cultural and organisational issues and developing, with senior management team, recommendations and implementation plans. Addressed loss of/improved organisational and team effectiveness and efficiency regarding organisational values, senior management team dynamics and HR issues such as organisational structure, selection, onboarding/retention, training and talent management and performance management.

2. Career Coaching and Transition

Worked with over 450 career coaching and transition clients covering all levels and most industry sectors to achieve satisfying new roles based on understanding themselves, their value add and needs. Dealt with Career Decision and Direction, Career Renewal, Career Transition with individuals, teams and groups. Cover self-assessment, including psychological and career oriented assessments, identifying new directions, resume writing, interview and negotiation skills.

3. Organisational Role Analysis/ Executive Coaching

Focused on how middle and senior managers take up their roles, why and the impact of this on their performance. Together, developed understanding about their approach to work from both a personal and organisational perspective. Addressed changes to their thinking that need to take place for greater effectiveness and satisfaction and ultimately improved organisation performance and profitability

4. Psychological Assessment

Conduct a variety of personality, intelligence, career and aptitude assessments, as a registered psychologist. These assessments are used as an adjunct to one on one or team work. Assessments include:

- MBTI Steps 1 & 2,
- OPQ
- 16PF
- Humm Wadsworth
- SII
- A range of intelligence tests
- CDP
- Career Anchors.

QUALIFICATIONS & PROFESSIONAL DEVELOPMENT

Masters of Management, (Organisational Systems & Organisational Dynamics) (50% completed)

Monash University and Swinburne University

Graduate Diploma of Educational Psychology

Monash University

Bachelor of Science (Psychology and Genetics)

University of Melbourne

- Cognitive Behaviour Therapy for Coaching 2008
- Critical Incident Recognition and Recovery 2007 & 2008
- MBTI- Step 1 & 2, Strong Interest Inventory, Conflict Dynamic Profiling 2006
- Organisational Role Analysis- COS, RMIT 2005
- Coaching, Supervising and Leadership, ASCCANZ/EAS 2004
- Business Coach Essentials – Corporate Coach U 2004
- Outplacement and Career Decision, DBM 2001
- Managing Uncertainty and Complexity, BLOSS 2000
- Advanced Consultancy Skills 1988 – 2002

Australian Institute of Socio-Analysis, (Affiliate of highly prestigious Tavistock Institute, London) – includes leadership, management, authority, group dynamics and learning.

Professional Memberships

- Victorian Psychological Council
- International Coaching Federation
- Organisation Development Australia.

ASSIGNMENT AVAILABILITY

Australia Wide

Internationally

CLIENTS/TESTIMONIALS/PEOPLE THAT KNOW OUR WORK

ANZ, Australia Post, Shared Service Division, AT& T, Blake Dawson Waldron, Cadbury Schweppes, Citibank, CGU, Colonial Mutual, IBM, IAG, Kodak, National Bank, Mayne Group, Office of Gender and Health, University of Melbourne, QANTAS, Sensis, Solaris Power, SuperGroup, Telstra, United Parcel Service (UPS), Westpac.