



“A prudent question is one half of wisdom”

Sir Francis Bacon

Kerryn Velleman - Senior Consultant

Kerryn Velleman is a Melbourne-based consulting (and organisational) psychologist who has established a track record in coaching leaders and developing organisations to achieve optimal performance. With over twenty years experience in facilitating change, Kerryn has worked with companies ranging from local businesses to global corporations across the construction, telecommunications, financial services, retail, manufacturing, health care, education, biomedical research, hospitality and professional services sectors.

In her previous internal consulting roles, Kerryn formulated people strategies and processes to support a significant restructuring of a large financial services organisation and managed the formulation of a recruitment, selection and mentoring strategy that proved to be successful in attracting and retaining high quality recruits to the financial services industry. As Australia's Learning and Development Manager of a leading global financial services group, Kerryn formulated and implemented a people and leadership development strategy to achieve challenging performance targets within the organisation's four-year transformation program. She implemented a coaching and mentoring program to develop high potential leaders, managed the delivery of the company's first corporate-wide induction and front-line leadership programs and facilitated team development programs to embed a major culture change initiative.

Kerryn has facilitated assessment centres to generate executive talent pools for Australia's largest retailing groups and a “Big Four” consulting firms, developed leadership teams in Australia and Singapore and delivered the Leadership and Management Skills subject for the MBA program at Monash University.

As a coaching and consulting organisational psychologist, Kerryn has spent more than 1,200 hours coaching over 200 senior executives, managers and leadership teams – heightening self-awareness and facilitating improved role performance and relationships with customers and stakeholders. She also draws on her own experiences in working with leaders to integrate their roles as professionals, parents, family and community members to optimize their performance and satisfaction. Kerryn engages executive teams and their people in building resilience and deepen the use of employee engagement data by making sense of what people are actually experiencing in terms of how they are expected to interact with others and approach their work.

Kerryn has an Honorary Fellowship at Melbourne University's School of Behavioural Sciences, is a member of the College of Organisational Psychologists with the Australian Psychological Society, is accredited to administer the MBTI (I and II) and is an accredited practitioner in the Leadership Impact (L/I), Organisational Culture and Effectiveness Inventories (OCI and OEI). She has been awarded lifetime accreditation status in the Lifestyles and Group Styles Inventories (LSI and GSI), is licensed in the Multi-Factor Leadership Questionnaire (MLQ) and the Neethling Brain Instruments (NBI). Kerryn is certified in the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) and the Four Rooms of Change instruments and has completed all three levels of the Executive Coaching Program through the Institute of Executive Coaching.

Kerryn's approach is dynamic, challenging and pragmatic, ensuring that every interaction with her clients and partners is authentic and focused on discovering meaning and importance in the moment. Her work is informed by her strong commercial experience and is anchored firmly in positive psychology and evidenced based approaches within the fields of culture change, coaching and leadership. Kerryn's wealth of knowledge and expertise, her commitment to her own ongoing professional development and her strengths in building strong relationships have enabled her to establish a highly credible reputation for facilitating enduring behaviour change and sustainable outcomes.

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