

# Katie Foulkes CV

Katie is a highly regarded consultant and coach who has been working in senior management roles in organisational change, leadership development, and learning and organisational development in organisations for over a decade. She is experienced in formulating and implementing strategies that enhance individual, team and organisational performance. Katie brings evidence-based research from academic studies and combines it with both elite sport experience as well as organisational experience from a range of sectors including education, retail, utilities, government, insurance and transport.

Katie's approach is collaborative, systematic and solution focused. She leverages from strength-based approaches, positive psychology and performance psychology to help others uncover and refine solutions, with the aim of enhancing both performance and well-being. By building high trust relationships, clients are supported to explore goals and opportunities for growth as well as innovative ways to positively impact their surrounding systems.

Katie's unique experience as a dual Olympian and international rowing coach has enabled her to understand the steps needed to perform on a world stage. She was ranked number one in Australia for almost ten years, one of the first females to become a Head Coach of a national rowing team and has recently been granted the use of the post-nominal letters OLY as recognition of her contribution to sport. Katie is now an ambassador for the Women's Olympic Network, one of ten selected mentors for the Australian Olympic Committee as well as a mentor for the Australian Rowing Team. She is passionate about sustainable, long term performance and is currently conducting research on the topic of resilience at the University of Sydney.

Katie holds a Master of Science (Coaching Psychology) degree from the University of Sydney, post graduate qualifications in Psychology from Deakin University and a Science degree from the University of Melbourne. She is a lecturer for the MBA program at Federation University, a certified practitioner of the Team Management Systems (TMS) and Mental Toughness (MTQPlus) instruments and a member of the University of Sydney Coaching and Mentoring Association. She is currently completing the internationally recognised Team Coaching certification with the Global Team Coaching Institute.

An expert at multi-tasking, in addition to her consulting, coaching, lecturing, research and studies, Katie provides pro-bono leadership development to local schools and sporting clubs. She is married with two young girls.

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## Qualifications, Accreditations and Affiliations

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- Master of Science in Coaching Psychology, University of Sydney – completed 2019 (Distinction average)
- Honours Psychology, Deakin University – currently studying (High Distinction average)
- Graduate Diploma of Psychology, Deakin University, 2015 (High Distinction average)
- Bachelor of Science, University of Melbourne, 2000
- Advanced Diploma of Management and Diploma of Management, RMIT, 2009
- Certificate IV Training and Assessment, RMIT, 2009
- VCE, Ballarat Grammar School, 1994 (Academic Scholarship holder)
- Member of the University of Sydney Coaching & Mentoring Association (USCMA)
- Acceptance and Commitment Therapy (ACT) practitioner
- Team Management Systems (TMS) profile accredited practitioner

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## **Commercial Capabilities**

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### **Performance and Executive Coach**

Takes a collaborative, systematic and solution focused approach that aims to enhance performance, goal alignment and personal growth. Leverages from expertise to help others uncover and refine solutions. Experienced in coaching senior and middle management, future leaders as well as individuals aiming to enhance their performance, leadership capability or navigate a transition.

### **Leadership Development**

Builds capability so the organisation has the right skills in the right place at the right time. Develops organisational strategy to grow capability, designs tailored programs and initiatives, reviews and re-develop existing programs and coaches individuals and teams.

### **Organisational Development**

Develops strategy to ensure people are positioned and equipped for maximum organisational performance. Builds high performing teams and gathers data, information and feedback to build momentum and learn continuously. Explores existing mechanisms to add value.

### **Organisational Change Management**

Engages people in change and leverages off what is currently working. Works hard to gain buy in and believes that those closest to the work have great insights to contribute to improvement. Integrates goals, cultures and processes to align groups.

### **Stakeholder Engagement**

Develops strategy and capture lessons learned to build better relationships in the future. Builds trust and relationships through consultation, transparency and acting with integrity. Experienced in engaging senior executives to those on the field (white and blue collar team members).

### **Project Management**

Leads projects from ideation to completion – leading planning sessions, engaging resources, managing and communicating progress, adapting as needed, conducting reviews and developing mechanisms and relationships to continuously gather feedback and ways to improve. Thrives on pressure and has a high attention to detail. Experienced in waterfall and agile methodologies.

### **Business centered**

Uses evidence-based methods and connects outcomes to tangible, business results that are meaningful to stakeholders.

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## Career Snapshot

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2019 to present	Executive coach and consultant
2019 to 202	Lecturer MBA program, Federation University
2018 to 2019	Manager Organisational Development, Central Highlands Water
2017 to 2018	Leadership Capability Designer, Specsavers
2014 to 2016	University Tutor, Swinburne University & Federation University
2012 to 2013	Project Manager – Leadership and Culture, V/Line Rail
2010 to 2012	Manager Organisational Development, Ballarat Clarendon College
2008 to 2010	National Learning and Development Manager, Officeworks
2006 to 2008	National Training Manager, Elverys Sports, Ireland
2006	Head Coach Irish Rowing Team
2004 to 2007	Director of Rowing Ascham School, Sydney
2000 & 2004	Dual Olympian - Sydney 2000 and Athens 2004 Olympic Games
1998 to 2004	Coxswain Australian Rowing Team (2 year break in 2001 and 2002)
2000 to 2002	Director of Rowing Utrecht University, the Netherlands

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## Board Director, Board Sub-Committees, Mentor & Ambassador Roles

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### **Mentor Australian Olympic Committee**

Assisting elite athletes transition to life after sport. 1 of 10 mentors chosen from field of 100's of Olympians.

### **Ambassador Women's Olympic Network** - Victorian Olympic Council

1 of 5 Ambassadors selected from all Victorian female Olympians.

### **Triathlon Victoria Performance and Development Pathway sub-committee member**

(previous role)

Selected to provide advice, develop strategy and govern talent management, education of athletes/coaches/support teams and use of data for selection of athletes and coaches.

### **Mentor Australian Rowing Team**

Supporting current elite athletes both on and off the water.

### **Mentor Women in Sport Australia**

Supporting female administrators in National Sporting Bodies.

### **Consultant LifeChanger** (previous role)

Developed an education and engagement strategy for their mentor and education program for disadvantaged youth in Australia.

### **Board Director West Vic Academy Sport** (previous role)