

Christine McDougall, BA App. Sci. (Chiro), MCC

Christine McDougall is an authority on authentic communication and leadership and a global pioneer in the fields of executive coaching and leader development. With clients located throughout Europe, North America and the Asia-Pacific, she continues to coach Fortune 500 Senior Executives, Board Directors and CEOs, high-net worth individuals, award-winning business and social entrepreneurs and some of Australia's most accomplished athletes.



Christine is not only Australasia's first Master Certified Coach (MCC), but also a powerful teacher and considered a luminary in coaching field, which she has helped shape and steward for over 14 years. This has included various leadership roles such as: Founding President of the International Coach Federation (Australasia); past Board Director and Vice President of the International Coach Federation (USA); Founding Member of the International Consortium for Coaches in Organizations; Editorial Board, International Journal of Coaching in Organizations.

Known as a global innovator, she helps leaders, their organizations and communities work together to address their toughest problems and create collective alignment against all odds. Her coaching style enables powerful and rigorous human development by embracing the whole person, guided by a commitment to the application of more integral approaches to sustaining change. Her sessions have been described as "the perfect double-espresso – a delicious jolt that will fire the brain, awaken your consciousness, stir your soul and get you moving."

Informing her holistic approach to facilitating change has been her involvement in the wellness industry for over 25 years, having helped launch Australia's first luxury health resort, Camp Eden. Christine is also an accomplished athlete, having completed over 16 marathons (including the famous Boston, NYC and Chicago Marathons), 6 ultra-marathons and an Ironman Triathlon.

She holds a Bachelor of Applied Science Degree from Royal Melbourne Institute of Technology, Majoring in Chiropractic.

Key Highlights:

As a Coach, Christine is credited with supporting:

- A senior executive in a major Australian Bank outperform all of his peers and advance to a Group 1 role in 2 years, overcoming his initial experience of 'imposter syndrome' as a non-banker.

- A regional manager, banking, to create and be known Australia wide for his work in Indigenous Employment, giving him the profile in all industries in Australia as the person to consult when it comes to Indigenous employment.
- Supporting a young entrepreneur to build a small business of 40 staff and growing, from scratch. The business is currently Australian based, but is aiming to be a world leader in waste management.
- Supporting the development of a young industrial designer to reach Head of Design for a major global brand in 3 years.
- Supported the role out of a leadership development program, including supporting diversity and women in leadership in a large mining and construction firm.

As a Leadership Development program designer and Strategic Facilitator:

- Worked with a major Australian bank in the delivery of their performance management system through the creation and delivery of a program called Dare to Care ~ how to deliver powerful feedback with compassion.
- Facilitated a diverse group of stakeholders working in the Indigenous prosperity space through Australia, producing a comprehensive report submitted to government for implementation.
- Facilitated multiple team programs to bring coherence, eliminate collusion, and create team resonance. Industries include banking, mining, real estate, construction.

Companies I've Worked With (and Years With Each Company):

- ANZ Bank, Australia. 2000 - Present
- St. George Bank, Australia 2002 - 2004
- Nokia, Finland 2008 - Present
- Remax. 2005 - Present
- Ray White Australia 2004 - Present
- National Australia bank. 2005 - 2008
- ANZ bank New Zealand 2003 - 2004
- Fonterra New Zealand 2007 - 2008
- Esanda Australia 2004 - 2005
- and many "fast" small and mid-size firms in the Australia and the USA

Geographies I've Worked In:

- Europe
- North America
- Australia
- China
- New Zealand

Leader Positions I've Coached:

- Middle Management, Director, VP, Sr. VP, and C-Suite Executives
- Entrepreneurs of small to medium businesses
- Social Entrepreneurs
- Board members

Business/Talent Challenges I've Helped Leaders Solve:

- Increase strategic thinking abilities and approach
- Refine advanced, situationally appropriate communication skills
- Develop executive presence and strengthen delivery skills
- Manage complex multi-stakeholder situations
- Practice (and teach) productive conflict management
- Role model (and teach) feedback and coaching skills for people development
- Create a team climate of innovation and continuous improvement
- Develop a global mindset
 - Cultural emotional intelligence
 - Remote cross-cultural team management
 - Remote performance management
 - Diversity issues
- Manage potential personal “derailers”
- Manage personal energy for sustainable career growth
- Work with women in leadership and diversity, especially in heavily male dominated cultures.
- Worked with men in leadership to be more open to diversity, including women in leadership
- Imposter syndrome
- Leadership ‘midlife’ crisis situations
- Entrepreneurship in a fast growing young company with a young CEO
- Taught advanced models of thinking to support leaders to meet change in innovative ways
- Supported innovative design thinking in a traditional design company

Leadership Experience:

- Christine was the founding president of the International Coach Federation in Australasia. She maintained this role for 2 years.
- 5 years as a Board member of the International Coach Federation, in the last year as Vice President.
- Editorial Board of the International Journal of Coaching in Organisations. Coedited 3 editions.
- Christine is a dynamic and inspirational keynote speaker, covering topics that include integrity, leadership, vulnerability, speaking the truth, human development, Spiral Dynamics
- Christine has taught at Bond University in Queensland Australia to the Entrepreneur class, on human development and integral theory.

Selected Assessments

DISC, Workplace Motivators (TTI), Learning Styles, Compass 360, Reiss Values Assessment

Program Modalities

Christine delivers value through a customized mix of several modalities: Face-to-face on-site coaching, including shadowing; Video-conference coaching; Intense in-person assessment/intake session followed by telephone coaching; Group training preceded and followed by individual tele-coaching (e.g. leadership development programs); Off-site retreats (e.g. team building, strategic planning); Tailored tele-classes.

Honors and Publications

Christine been published in the International Journal of Coaching in Organisations and The Integral Leadership Review.

She writes a weekly blog on integrity, leadership, human development.

In 2003 she was recognized by the ICF Australasia for her contributions to coaching in the Asia pacific Region.