

Joe MacAree BA, MA, Ph.D



With over 24 years of HR experience specialising in leadership development, assessment, selection and succession planning, Joe understands what it takes to be a successful leader.

His coaching expertise was developed by working extensively with senior management teams in a large financial services group based in Ireland and UK, together with international assignments with their US and European executives and on specific European projects.

As a Business Psychologist, Joe draws upon his extensive practical knowledge together with an understanding of coaching models to build world class leadership in client organisations. In his experience coaching is no longer one of the tools to build leadership capability ...it is *the* tool to build leadership capability. As an effective leadership coach it is vital to fully understand the client's business and strategy in order to tailor the coaching approach to achieve the business objectives.

Leadership coaching involves discussions and interventions in business strategy, communications skills, influence and impact and people leadership. It allows individuals to explore and develop their approach in a risk free environment using psychometric tools, 360° feedback, role plays and discussion. At the most senior levels, leadership coaching is delivered one to one, although it can extend to team building or team coaching interventions with senior management teams. At more junior management levels, courses aimed at developing the individual's coaching skills are proving far more effective in enabling organisations to lead their people in dynamic, fast moving business change environments.

Joe MacAree

Over the years Joe has coached executives, leaders and managers and their teams in the following organisations:

- Bank of Ireland
- Davy Stockbrokers
- Sara Lee
- KPMG
- Accenture
- Capita
- LGT Bank

Joe MacAree holds a Doctorate in Psychology from Trinity College Dublin having previously studied psychology at undergraduate and postgraduate level at UCD. He also holds additional postgraduate qualifications in Statistics and Human Resources. He is an active member of the following professional organisations:

- The Psychological Society of Ireland
- The Chartered Institute for Personnel and Development (CIPD)

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