

# Joe MacAree



**With over 30 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.

## Contact

+44 (0)1865 399060

**Joe has coached individuals in the following organisations:**



IRISH FILM BOARD

BORD SCANNÁN NA hÉIREANN



Department of  
Agriculture,  
Food and the Marine

An Roinn  
Talmhaiochta,  
Bia agus Mara

**Joe's professional qualifications include:**

- BA in Psychology
- MA in Psychology
- PhD in Psychology
- Member of the Psychological Society of Ireland
- Member of the Chartered Institute for Personnel and Development (CIPD)

Pearn Kandola is a member of the Association for Coaching

PEARN

KANDOLA

**Difference inspires business**