

Dr Josie McLean, PhD, PCC Systemic Change Catalyst



THE PARTNERSHIP



Dr Josie McLean has extensive experience as a catalyst for change. She has seeded new ways of seeing and doing things by helping individuals, teams, and communities identify and rethink the unconscious assumptions by which they are being held captive. She is the founder of The Partnership.

After an early career as a financial analyst and a corporate strategic planner, Josie is internationally-recognised as a pioneer of the Australian coaching industry. Josie is well-known for her work in developing leaders; individually through executive coaching assignments, within teams using a team coaching approach, or in leadership development programs.

Josie helps leaders apply the principles of complexity or living systems to their leadership challenges, and lead effectively through uncertainty. She has been a lead facilitator for the Governor's Leadership Program since 2013.

Josie's past client list includes blue-chip organisations such as BHP Billiton, Coles Supermarkets, CommBank, NAB, Flinders University, SMEs including TAE Aerospace and departments representing all three tiers of government in Australia (e.g. DSTO, Main Roads Qld and many city councils). Her practice also includes international clients seeking to support humanity's transition to a regenerative culture.

Josie's doctoral research, Embedding sustainability into organisational DNA: a story of complexity, was examined by leading international systems academics/researchers and awarded the Dean's commendation for excellence in doctoral thesis research.

The Partnership now offers a range of services to organisations underpinned by this research:

- **Sounding board:** an executive coaching program for Heads of Sustainability.
- **Redesign:** a team coaching program that employs the lens of complexity to guide teams to be more effective in bringing their vision alive.
- **Leading in Uncertainty:** an adaptive leadership program that folds back into cultural change.
- **Groundswell:** a cultural evolution program to engage and activate employees throughout the organisation in changing the conversation and actions taken.
- **Blueprint:** a program for individuals to reconnect with their inner purpose and passion at work, liberating their values in service to their own satisfaction and the organisational purpose – nurturing a sustainable state.

Josie continues to publish in peer-reviewed journals. The most recent publication is a chapter in Springer's Handbook of Systems Science, 2021. In 2020, Josie published Big Little Shifts: A practitioner's guide to complexity for organisational change and adaptation, and her latest book will be available in Australia in December 2022 through Routledge. Collaborating with other leading coaches worldwide, Ecological and Climate-Conscious Coaching: A Companion Guide to Evolving Coaching Practice is being hailed as essential reading.

Her experience includes being an activist for The Pachamama Alliance (San Francisco), a member of a multidisciplinary research team with an NCCARF (National Climate Change Adaptation Research Facility), and a researcher into organisational change for sustainability. In late 2019, Josie co-founded the Climate Coaching Alliance, a global network of professional coaches committed to influencing coaching professionals to recognise climate and ecological crises in their work.

Josie speaks internationally on adaptive leadership, emergent change, sustainability, and regenerative cultures.



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