

# Dr Josie McLean, PhD, PCC

## The Human Dimension of Sustainability



Dr Josie McLean has extensive experience as a catalyst for systemic 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.

Josie founded The Partnership in 1999.

After an early career as a financial analyst and a corporate strategic planner, Josie is now 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 Josie's research:

### Executive Coaching

*Thinking Partner*: for CEOs and People & Culture Executives.  
*Sustainability Sounding Board*: for Heads of Sustainability.

### Adaptive Leadership

*Leadership From the Inside Out*: a program delivered to groups, in-house or public, and over periods spanning two days to six months.

### Cultural Change

*Groundswell*: a cultural evolution program to engage and activate employees throughout the organisation in changing the conversation and actions taken  
*On Purpose*: a self-leadership and well-being program for individuals to reconnect with their inner purpose and passion at work.

Josie's most recent publication is *Ecological and Climate-Conscious Coaching: A Companion Guide to Evolving Coaching Practice*; a collaboration with other leading coaches worldwide, which is being hailed as essential reading. Previous publications include peer academic papers and chapters in systems journals, and *Big Little Shifts: A practitioner's guide to complexity for organisational change and adaptation*.

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 Doctoral 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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