



Veritas Alliance Pty Ltd

conscious leadership through truth and wisdom

CAPABILITY STATEMENT

Services Offered

- ❑ Executive Mentoring and Coaching
- ❑ Supervision for Coaches/ Counsellors/ Therapists
- ❑ Workshop Facilitation
- ❑ Professional and Personal Development
- ❑ Conflict Resolution and Avoidance
- ❑ Relationship Skills and Counselling
- ❑ Management of Change
- ❑ Career Management / Realignment

Deliverables

- ❑ Improved on-the-job competencies and skills developed through guided and mentored handling of current situations
- ❑ Real and sustainable solutions to business problems
- ❑ Pragmatic programs for creating self-sustaining excellence in management and values based leadership and team building
- ❑ Personal development and individual transformation for key staff providing improved communication and cooperation throughout the organisation.
- ❑ Identification and capitalization on untapped talent, strengths and resources that lie within individuals and teams.
- ❑ Saving through the avoidance of burnout by improved emotional competency and the implementation of effective stress management strategies.
- ❑ Sustainable changes in behaviour resulting in significant improvements in effectiveness.

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Who is Colin Pitson MCC?

Colin Pitson is Managing Director, **Veritas Alliance Pty Ltd**, a consulting company that provides specialised services directed at creating excellence in leadership and management. He is an Internationally Accredited **Master Coach** with more than 11,000 hours - coaching over 1000 executives.



Colin offers a unique combination of experience as a CEO and as a management consultant, together with formal qualifications in psychology, psychotherapy, management, engineering, coaching and coaching supervision. He has particular expertise in the areas of team development, conflict resolution and change management.

He has a wealth of experience in leadership and team building in federal government departments as well as in the private sector. His experience includes personal dealings with departmental secretaries and government ministers including several Prime Ministers. For six years he conducted and led major reviews of departments and government agencies and was responsible for implementation of transformative and complex changes. For eight years he was a Senior Executive Service Officer at the Branch and Division Head level and was CEO of several organisations. Also, he has trained and supervised a number of coaches around Australia.

Colin's particular niche is empowerment and productivity improvement through building emotional intelligence. *"He delivers strongly without offence and creates in others the desire to continually become greater. After working with Colin people are indeed different."*

Colin has an engaging coaching style which balances challenge with support and holds participants accountable for their own learning in a compassionate and inspiring way. He strives to achieve a balance in his life that integrates health and wellbeing with high levels of business achievement and community commitments. For many years Colin has had a passionate interest in the issue of Human right in Tibet (*he was a founding Director of the Australia Tibet Council Inc.*) and was a key figure in organising the visit of the Dalai Lama to Australia in 1992.

Qualifications, Professional Associations & Coach Training

- ❑ Master Certified Coach (MCC) - International Coach Federation (ICF)
- ❑ Six years training as a Jungian Analyst with ANZSJA, *CG Jung Institute*. (2005-2011)
- ❑ Graduate Cert. of Professional Studies – Coaching/Counselling Supervision UC (2006)
- ❑ Diploma of Adult Psychotherapy (ANZAP, 2004)
- ❑ Master of Arts (Cultural Psychology & Chaos, Complexity and Creativity) - UWS (2001)
- ❑ Post Diploma of Industrial Management – Swinburne Institute of Technology (1972)
- ❑ Diploma of Electrical Engineering - Bendigo Institute of Technology (1968) *Gold Medalist*
- ❑ Member, Australia & New Zealand Association of Psychotherapy (ANZAP)
- ❑ Fellow of the Australian Institute of Management.
- ❑ Professional Accred.- Myers Briggs Type Indicator – Instit.Type Development (2007)
- ❑ "Transformational Coaching" - Institute of Executive Coaching (Ivy Ning) (2005)
- ❑ "Executive Coaching Intensive for Advanced Coaches" – Sir John Whitmore (2004)
- ❑ "Evidence Based Coaching" - Uni. of Sydney, School of Psych (Tony Grant) (2003)
- ❑ Business Coaching in Australia - University of Technology Sydney - (2003)
- ❑ "Advanced Therapist" - series of workshops on relationships - (David Schnarch) (2003)
- ❑ "Coaching for Building Emotional Intelligence" course and accreditation in the use of the Emotional Competency multi rater Inventory (ECI) - Hay Group, (2002)
- ❑ "Transformational Coaching" - 2 yr program of 200 hrs - Hermes & Assoc. (2001- 2002)

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Business Background and Organisations worked for:-

- ❑ Executive Coach /Team Building/ Leadership Facilitator, including:
 - ACT Government
 - Australian Academy of Science
 - Australian Federal Police
 - Australian Institute of Management
 - Australian National Audit Office (Coaching Panel Member)
 - Australian Public Service Commission (Coaching Panel Member)
 - Australian Taxation Office (Coaching Panel Member)
 - Centrelink (Coaching Panel Member)
 - CSIRO (Coaching Panel Member)
 - Department of Industry, Science, Energy and Recourses
 - Department of Defence and Defence Materiel Organisation
 - Department of Education, Employment and Workplace Relations (Panel Member)
 - Department of Immigration and Citizenship
 - Department of Veterans' Affairs
 - Griffith University
 - Macquarie University, Graduate School of Management
 - National Audit Office – London, United Kingdom
 - Questacon – The National Science and Technology Centre
 - The Infant's Home, Ashfield NSW
 - Villaggio, Aged Care Facility ACT
- ❑ Founding Board Director of the Spirituality, Leadership and Management Network Ltd
- ❑ CEO (Founding Director) National Film and Sound Archive.
- ❑ CEO – (Director General a/g) Australian Archives and Assist. DG -Business Manager.
- ❑ Manager AUSSALES, Department of Administrative Services (\$110m turnover p.a.).
- ❑ Head, Corporate Services, Department of Arts, Heritage and Environment.
- ❑ Senior Consultant, Public Service Board, Management Improvement Division
- ❑ Ordnance Factory Maribyrnong, Divisional Engineer.
- ❑ Telecom Australia, Industrial Engineer and Exchange Installation Engineer.
- ❑ L M Ericsson Pty Ltd Broadmeadows, Industrial Engineering and Factory Management.

Papers, Lectures and Workshops delivered, include:-

- ❑ ***Coaching and Emotion – ICF Master Class - International Coach Federation - August 2012***
- ❑ ***Handling Difficult Conversations*** - Workshop series 2007, each year through to 2016
- ❑ ***Coach Supervision and Mentoring Clinic*** (Professional Development for accredited coaches – Centrelink June/ July 2007)
- ❑ ***Beyond Emotional Intelligence – Making the Behaviour Changes*** –Workshop series 2006/8
- ❑ ***The Cost of Indirectness – Addressing the Subterranean Issues*** – Workshop Series 2005/7
- ❑ ***Inspirational Leadership*** – Series of Group Coaching Workshops 2004/8
- ❑ Centrelink Managers' Leadership Program - May 2004- ***Achieving Work Life Balance***
- ❑ Key Note Address to the Australasian Sound Recordings Association, Conference 2004 ***Audio Visual Archiving – The Early Days***
- ❑ Australian Institute of Management –***Building Emotional Intelligence – How do you do it?***
- ❑ Griffith University (Gold Coast Campus), School of Psychology: ***Executive Coaching- Building Emotional Intelligence using Chaos Theory and Self Psychology***
- ❑ Key-note Address to the 10th International Congress on Archives in Bonn, Germany ***The Challenge to Archives: Growing Responsibilities and Limited Resources***

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Coaching Examples

- ❑ Helping Executive Directors plan and implement major cultural change, improved communication, teambuilding - throughout large and complex organisations - by means of group as well as individual coaching, 360 degree feedback processes and leadership workshop facilitation.
- ❑ Working with the CEO and top leadership team to meet specific work targets and levels of professional excellence and industry accreditation.
- ❑ Assisting a senior executive to learn to recognise and appreciate her considerable strengths, believe in herself, build her intuition and trust it; and to feel more secure and comfortable in the high powered environment in which she worked.
- ❑ Partnering a CEO to explore and practice new and more effective ways of dealing with difficult, complex and personally confronting workplace issues.
- ❑ Team Building of high level leadership team – improving connectedness and collegiality; and developing ability to be more comfortable, open with and trusting of one another.

Statements of Confidence

Catherine Wall: Deputy Secretary, DEEWR

“I asked Colin to challenge me and he did this in a skilful, supportive and respectful way. Early on I realised that I needed to draw on my personal courage if I was really going to be the leader I envisaged. I also realised that positive and effective leadership is based on a complex mix of qualities: vulnerability, decisiveness, honesty, empathy, inquiry and high expectations. I slowly understood the value of authenticity and it is this understanding that has guided me throughout so many challenging situations. It is my compass when I feel uncertain, the safety net to which I always return.... I had a number of ‘light-bulb moments’ when I could suddenly see what had not previously been evident to me. I had some painful moments when I recognised how my neediness, my self-interest or my judgemental attitude was holding me back. I had many joyous moments when I was the leader I wanted to be.”

Dr Mark Lonsdale: Chief, Ecosystem Sciences, CSIRO

“Wisdom, truth, authenticity, shrewdness, and humour, are some of the many words that come to mind when I think of Colin. Our work together has transformed me, yet, paradoxically, I am the same person – only more so! This is because his approach is not about teaching a formula, a trick or a technique, but about gaining greater knowledge and understanding of myself. The transformation for me came from gaining the confidence to be myself, to be spontaneous, to express vulnerability, to encourage others to grow and develop, to learn from others, and to be tolerant of dissent.

Dr Maxine Cooper: ACT Auditor-General

“Mr Pitson’s coaching ...is very empowering and provides a “self- insight” which facilitates handling difficult issues in a productive manner. ...the nature of the coaching is tailored to my growth needs. Outcomes sought are being exceeded.”

Darren Box: CFO, Department of Human Services.

"Working with Colin has been the most important and powerful work of my career. Growth in my self awareness and confidence has permeated all aspects of my life. This has resulted in real returns to my organisation, with increased productivity and happiness for me and my teams."

Professor Iain Gordon, CEO, The James Hutton Institute, UK

“Colin has been my support, my compass and my mirror over the past 18 months as I have transitioned from a senior management role in Australia to becoming the CEO and Director of a newly formed institute in Scotland. He has provided me with guidance, feedback and inspiration on the tough and often lonely journey that leadership entails. Colin’s coaching style has not only helped me to grow and believe in myself and my abilities as a CEO but he has shined a light into the dark recesses of my soul and helped me see the things I need to learn to do better.”

Colin Walters: Group Manager, Depart. of Education, Employment and Work Place Relations

“The experience has been an inspiring one for me, and has helped me a lot. I have found Colin to be a good listener, and one who is able to ask the right questions in order to enable me to identify the issues I need to tackle. His observations have been shrewd and to the point, and his interventions have enabled me to address issues and build my own self-confidence in doing so...”

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