

# JO KARABITSIOS

Company Owner, Director & Workplace Psychologist  
BPsy Sc (Hons), M. Org Psych

Member of Australian Psychological Society  
Graduate Australian Institute of Company Directors  
Member of the Coaching Psychology interest group



## COACHING PROFILE:

### Diagnostic Tools:

PAI, NEO, OPQ, DiSC, Authentic Leadership Survey

### Coaching Style and Approach:

Jo's consulting experience includes executive and leadership coaching, strategic and business planning, team building and lifting performance, conflict resolution, mediation, organisational health and psychosocial risk management, design and facilitation of training programs and workshops along with delivery of leadership and team interventions.

Jo ensures a deep understanding of the goals, needs and desired outcomes of coaching through utilising a range of tools, strategies and questioning processes, both at the outset of coaching and throughout the relationship.

She takes a warm, yet direct approach to coaching and believes in practicing ethically, efficiently and transparently. Jo is comfortable to challenge ways of thinking and planning to assist in creating insight, new strategies and improved leadership direction.

### Coaching Areas of Expertise:

Having owned and run businesses for 12 years, Jo has extensive expertise in providing advice, strategy and interventions to workplaces and leaders undergoing change or experiencing challenges with effective performance, behaviour or conduct risks, strategic delivery and team cohesion.

She also undertakes executive consulting in the areas of staff development and performance management, managing difficult personnel behaviours and situations, reporting line procedures, analysis of work efficiencies and execution against strategy.

Jo also has a deep understanding of the challenges of balancing workloads, health and wellbeing, family commitments and performance and can assist with challenges across the leadership lifecycle.

### Previous Coaching Assignments:

Jo has been undertaking leadership and executive coaching for the past 14 years. Position levels have included frontline leaders (Supervisors / Team Leaders) through to middle management levels (A07, A08 and Director) through to Executive Directors, Deputy Director Generals, General Managers, C-Suite roles such as CFOs, COOs and CEOs.

Public sector Departments that Jo has undertaken coaching within include:

- DSDILGP
- Transport and Main Roads
- Department of Health and a range of Hospital and Health Services
- Department of Communities
- Justice and Attorney General
- QLD Corrections
- Police, Fire and Emergency Services;
- Department of Human Services
- Office of the Health Ombudsman
- A range of GOCs including Powerlink, Stanwell, Energy QLD and Screen QLD

Jo has also undertaken coaching in private sector firms in the resources sector, agriculture, law, accounting and engineering, along with coaching to leaders within a range of Not-For-Profit and charitable organisations.

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