

Mark Oliver (Full Qualifications)

MarkTwo Consulting

Managing Director M.Eng MA (Cantab) FCIPD FAHRI ILPF



Coaching Specialisation & how this experience will be useful to you as one of our Executive Clients

Change Leadership & Effectiveness Consulting, Facilitation & Executive Coaching focused on 5 Key Services:

- ♦ **Organisational Effectiveness:**
- ♦ **Executive Coaching:**
- ♦ **Leadership Development:**
- ♦ **High Performance Teams:**
- ♦ **Talent Assessment & Recruitment:**

Coaching Specific Qualifications - Globally Credentialed Exec Coach (> 1000 hrs coaching experience & 2k hrs specific training)

- ♦ Institute of Executive Coaching (IEC) – Level 3 International accreditation
- ♦ National Coaching Accreditation Scheme – Registered Level 1 Soccer Coach
- ♦ National Coaching Accreditation Scheme - Registered Level 1 Taekwondo Coach
- ♦ National Coaching Accreditation Scheme - Registered Level 1 Squash Rackets Coach
- ♦ Rowing Australia - Registered Level 1 Boat Race Official
- ♦ National Refereeing Qualifications - Registered Taekwondo Referee

Other Academic Qualifications

- ♦ BA Hons (Cantab) – Cambridge University
- ♦ M.Eng (Cantab) – Cambridge University
- ♦ Advanced Certificate – Cambridge University
- ♦ MA (Cantab) – Cambridge University
- ♦ Graduate of the Australian Institute of Company Directors (GAICD)
- ♦ GMAT (Test for admission to all Business Schools internationally) – scored 730 (=top ½% worldwide)

Master Trainer Qualifications

- ♦ *The Universal Hierarchy of Motivation (UHM)* - Accredited designer, Master trainer and international administrator by MarkTwo Consulting (this instrument is supported by latest neuroscience findings)
- ♦ *Pario Professional* - Master trainer and administrator through Pario HR Solutions
- ♦ *Myers-Briggs Type indicator (MBTI) & Step II Expanded Interpretive Report* - Professional accreditation through the Institute of Type Development & Australian Psychologists Press
- ♦ *BEI Master Trainer* - Accredited Master trainer by MarkTwo Consulting

Leadership Development & Organisational Psychometric Accreditations

- ♦ *Strong Interest Inventory® Profile* - Accredited through CPP Asia-Pacific
- ♦ *Enneagram* - Professional accreditation through the Institute of Type Development
- ♦ *Fundamental Interpersonal Relations Orientation–Behaviour (FIRO-B™)* - Accredited via CPP Asia-Pacific
- ♦ *Self-Directed Search (SDS)* - Qualified to use through CPP Asia-Pacific (based on Holland's Theory)
- ♦ *Majors Personality Type Inventory (MajorsPTI)* - Authorized by 16Types.com
- ♦ *Neuro Linguistic Programming (NLP)* - Familiarization through Advanced Neuro Dynamics Australia
- ♦ *Time Line Therapy®* - Familiarization through Advanced Neuro Dynamics Australia



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- ◆ DiSC - Accredited by Integro Learning Company
- ◆ Pearson-Marr Archetypes Indicator™ (PMI) - Authorized by Meristem (authorized to use the 'Twelve Archetypes')
- ◆ Personal Profile System - Accredited by Integro Learning Company
- ◆ Managing Professional Growth (MPG) - Accredited through Blessing White
- ◆ Leading Successfully - Qualified facilitator through Blessing White (also known as the Leaders, Bosses and Bastards™)
- ◆ Getting to Yes (Negotiating Agreements, Resolving Disputes) - Accredited in the Harvard University designed negotiation skills course by CMA
- ◆ Advanced Management (Gwaltney, Spalding & Ewans Path Commitment instrument) - Mentor Management Inc accredited
- ◆ Learning Type Measure (LTM) - Familiarization through Australian Assoc of Psychological Type (AusAPT)
- ◆ Professional Facilitation Accreditation - Qualified as a facilitator in Skills for Empowered Workshop through DDI Asia-Pacific (Development Dimensions International)
- ◆ CCS Corporation - Recognized user & facilitator of Compatibility Communication System products
- ◆ 7 Habits of Highly Effective People - Trained by Covey Leadership Centre Australia

Professional & Technical Expertise

- ◆ >30yrs executive experience delivering successful Leadership Development & Cultural Change in both military and business environments
- ◆ Extensive experience with services to international blue-chip clients
- ◆ >20 years of Executive Coaching experience with Professional Services
- ◆ Internal/External Coaching experience to CEO level

Military Roles & Global Experience Serving Royal Engineer officer for 11 years

- ◆ Rank of Captain leading in UK, Cyprus, Falkland Islands, Brunei, Belize, Hong Kong, Nepal, South Korea & Germany
- ◆ Qualified for fast track promotion to Major – passed Junior Division Staff College and all associated exams, and got the required 3 recommendations from annual performance assessments (left voluntarily before minimum age for promotion)
- ◆ Jungle Warfare Instructor
- ◆ Helicopter Abseiling Despatcher
- ◆ Range Firing Office
- ◆ Demolitions Officer
- ◆ Arrest & Restraints Instructor
- ◆ Taekwondo 2nd Dan Black Belt

Areas of Speciality/Passion where this Executive Coach Excels & can work 'in flow':

- ◆ Organisational Effectiveness: Consulting, Facilitating & Coaching at Senior Manager/Executive Level using experience & knowledge to gain ownership & alignment of Org Values, Vision, Mission, Brand & Goals (with KPIs). Helping clients to think through design and link it to complexity theory & understanding levels of work. Working with clients to ascertain what service/process improvement approaches they will use to deliver their outcomes.
- ◆ Executive Coaching: Supporting senior leaders via one-on-one engagements. Providing expert consulting advice to make the wider organization's systems and structure more effective. Mark's coaching can significantly improve the bottom line. During the time coached one sales director, the director has been able to triple gross sales in the first year and then double them in the second and third years.

- ◆ Leadership Development: Developing leadership & performance management implementing advanced leadership programs of high intensity from 0.5 to 4 days at a time to suit the client. Helping businesses to create more competitive organizations with more committed workforces through unique and advanced leadership programs. Breaking 10 myths of leadership.
- ◆ High Performance Teams: Giving insights into personality and difference to bring diverse and multi-cultural teams together. Enabling difference to become a point of strength and unity.
- ◆ Talent Assessment & Recruitment: Providing expert assessment of long term capability and motivation. Assisting with small or large scale organizational changes and restructuring to get the best people.

List of Leadership Development & Organisational Psychometric Accreditations

We use several of the world's best psychological instruments, including some in depth psychometrics for needs analysis & for raising client awareness. Mark is internationally accredited in the following:

- ◆ *Occupational Personality Questionnaires* (OPQ) - Accredited by Saville & Holdsworth (SHL) suite of OPQ products, also accredited in SHL Assessment and Development Centres
- ◆ *Hogan Personality Inventory* (HPI) - Accredited through DDI Asia-Pacific
- ◆ *BEI* (Behavioural Interviewing) - Accredited in TSI (Targeted Selection Interviews) both as an Administrator and Trainer through DDI Asia-Pacific
- ◆ *Saville Wave* - Authorized to administer and assess through Saville Consulting at Level 2
- ◆ *Hogan Development Survey* (HDS) - Accredited through DDI Asia-Pacific
- ◆ *Initial Recruitment Interview Schedule* (IRIS) - Trained through Brunel Institute of Organisation and Social Studies (BIOSS) - Trained in a methodology which correlates with the CPA (Critical Path Appreciation), a process used to assess Level of Capability as defined by Stratified Systems Theory
- ◆ *Certificate IV in Training and Assessment* - Accredited through the Australian Management Academy
- ◆ *Job Analysis and Restructuring* - Qualified in the Job Analysis Relatedness Workshop through DDI Asia-Pacific
- ◆ *Australian Council for Educational Research* (ACER) - Level Mb Psychological Test User (equivalent to British Psychological Society Intermediate Level B)

Professional/Industry Memberships

- ◆ Chartered Fellow of the Institute of Personnel and Development (FCIPD)
- ◆ Life Fellow of the Australian Institute of Professional Facilitators (ILPF)
- ◆ Fellow of the Australian Human Resources Institute (FAHRI)
- ◆ Member of Australian Association of Psychological Type (AusAPT)

Code(s) of Ethics:

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| ◆ Institute of Executive Coaching (IEC) | ◆ Australian Institute of Company Directors (AICD) |
| ◆ Australian Human Resources Institute (AHRI) | ◆ Australian Assoc of Psychological Type (AusAPT) |
| ◆ Institute of Personnel and Development (IPD) | ◆ Royal Engineers Association (REA) |

Coaching Methodologies

- ◆ Jungian (MBTI)
- ◆ Motivational Coaching (Universal Hierarchy of Motivation)
- ◆ Positive Psychology

Familiar with:

- ◆ NLP
- ◆ Temperament
- ◆ Ontological

How long have you been coaching? In which sectors? At which levels?

- ◆ >30yrs (started coaching as part of helping develop leadership & then built own practice in AUS, but work internationally)
- ◆ Private, Public & Not-for-Profit (Internationally, across many different industries. At all levels focused on leadership – self and other)
- ◆ Graduate Interns to front line operators to all levels of manager – main focus is Executive GMs