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JAN ELSNER Executive Coach

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Jan Elsner is a Director of Positive Leadership, based in Melbourne, Australia. Since 2002 she has been practicing as an Executive Coach from her premises in the Melbourne CBD, and visiting clients in Sydney, after over 15 years in the corporate sector. Jan's background is management consulting in business and organisational strategy, performance improvement, and talent and succession management, with Coopers and Lybrand Consulting (now PWC) and Ernst and Young, as well as in her own business. She has held Senior Group HR leadership roles in Fin Services and top 100 companies.

Jan specialises in coaching people in, and destined for, senior executive and Partnership, Executive Director roles and Non Executive Directorships. In her business Positive Leadership, Jan specialises in the niche of working with senior women, helping to build the critical mass of senior women in Australian business and on boards, so women who are seeking promotion and success that is both internal and externally credible are of special interest. Her work is particularly successful at reigniting women's thirst and ambition for senior roles and in promotion outcomes.

As a coach Jan blends both her original training as a Psychologist with her corporate experience and particular knowledge of professional and financial services. Her approach is 'strengths based'.

Our client base is already highly successful, and highly human, and they want to be at their best and fulfil their potential, whatever that might be. We don't assume people are problems to be solved.

At senior levels many people are fatigued by diagnostics that focus on yet another set of factors about themselves that they need to 'improve' and solution focused coaching that implies there has to be a problem to be fixed. Our focus is to help a client to be their best: mentally and emotionally, in the whole of their life. We focus on understanding what is causal to clients' success and thriving to date, what drives the person to greater satisfaction and success, what positively distinguishes them from others, how to leverage it, and how to maintain and sustain a sense of thriving, career direction and success. We take issues and problems as a given in the lives and careers of senior people, and can work with a solid knowledge of the professional, political and organisational contexts in which they exist. Coaching is about taking time out to truly think about yourself, and have the coaching support for structured reflection, to learn relevant new tools, to build new positive mental habits and to chart a course of your own choosing.

The foundations for Jan's coaching approach are steeped in academic rigour and are based in the fields of Positive Organisational Scholarship, Appreciative Inquiry, Positive Psychology and the latest neuroscience. Jan maintains strong academic and professional links in these fields internationally. She has been a selected and invited speaker at numerous international and Australian conferences, and will in 2010 present at the prestigious Academy of Management international meeting in Montreal, the Australian Positive Psychology Conference and the Women's International Networking Conference in Europe, lead an Australian Delegation to the Women's Forum for the Economy and Society in Deauville, France, and teach as adjunct faculty on the Case Western Reserve University, Weatherhead School of Business, Certificate for Appreciative Inquiry Certificate in Positive Business and Society Change in Australia. Jan has brought key thought leaders to Australia to work and learn together and to teach academics, colleagues and clients. Her passion for the professionalisation of the coaching industry saw her involved in the inaugural stages as a National and State Committee Member on the Australian Psychological Society's Interest Group in Coaching Psychology.

Jan Elsner, Director of Positive Leadership Pty Ltd provides executive coaching services from her private practice, Psynchrony Coaching Pty Ltd. Jan invites her clients to get the most from the privilege of executive coaching, to escape from their work environs and come to her premises to calmly and deeply reflect, think and plan.