



NOEL POSUS

Managing Director - Incredible Awareness Pty Ltd
Master Coach (AMC, IIC, LCIA), Fellow Coach (AFC)
BFA, MH (Humanities and Education), AFAIM, CAHRI



PROFILE

Noel Posus is a recognised leader of the international coaching industry, a Master Coach with over twenty years experience as a professional educator, coach, mentor, author and speaker. He has been awarded **Coach of the Year** (2008 & 2009), part of the strategic alliance with **DeakinPrime** winning the **Coaching Business of the Year** (2010) and co-creator of the **Coaching Product of the Year** (2011) awarded from the Australia and New Zealand Institute of Coaching.

He has provided training, coaching and change management solutions globally to individuals and groups within the corporate, education and sporting fields and developed numerous specialty coaching programmes including *Beyond the Courtroom* and *Vision for Humanity*. He is the author of 20 books including the 13 books in *The Wheels of Life* series, including filming the 65 tutorial videos for that coaching methodology (**Coaching Product of the Year – 2011**).

Noel's belief in the sharing of knowledge and experience has seen him mentoring many life, business, executive and specialist coaches and he contributes 25 per cent of his time to altruistic projects and industry positions, including serving on various international coaching organisation boards and leadership committees. He also holds the distinction of **Master Coach** and/or **Fellow Coach** with a number of coaching industry professional bodies.

Noel began his career lecturing and coaching at the University of Colorado at Denver in multicultural diversity and psychodrama. Leaving academia for the corporate world, Noel has consulted, mentored and coached in over 30 countries, eventually making his way to Australia in 1997. Here he took on the role of Director of Performance Achievement Asia Pacific for TeleTech International and pioneered workplace coaching as part of his portfolio of senior leadership in the region.

Launching his private practice in 2002, Noel has custom designed training/coaching programmes for and coached with major industry players including Microsoft, American Airlines, Reuters, Ericsson, a number of finance and insurance sector companies, the Australian Federal Government and the United Nations. Additionally, he has created specialty programmes for legal, pharmaceutical and medical industry groups.

Today, Noel Posus and business partner Sarah Hue-Williams are the co-directors of Incredible Awareness, an international coaching organisation dedicated to custom building sophisticated combinations of coaching, mentoring, training and consulting programmes for organisations, individuals and both professional external coaches and those who coach as part of their roles within companies.

Noel leads an international team of exceptional quality coaches with a wide range of specialties and experience, delivering coaching services in over 15 languages.

He has taught at a number of coaching schools, is a part-time lecturer at the Centre for Peace and Conflict Studies ("Coaching in Conflict") and presents at major coaching conferences throughout the world inspiring coaches to be the best they can in terms of Mastery of Self, Coaching, Business and Coaching Industry Leadership. The words most often used by clients to describe Noel include wise, expert, engaging, fun, practical, down-to-earth and someone with Incredible Awareness.

CREDENTIALS

- **Coach of the Year 2008 & 2009 – Australia / New Zealand Institute of Coaching (ANZI Coaching)**
- **Coaching Business of the Year 2010 Finalist – ANZI Coaching**
- **Coaching Business of the Year 2010 Winner – DeakinPrime (strategic alliance) – ANZI Coaching**
- **Coaching Product of the Year 2011 for The Wheels of Life – ANZI Coaching**
- Chairperson – High Ideals (a not-for-profit promoting “high idealism”)
- Fellow Coach / Master Coach – ANZI Coaching (AFC/AMC)
- Master Coach – International Institute of Coaching (MCIIC)
- Master Coach, Lecturer & Assessor – Life Coaching Institute of Australia (MC-LCIA)
- Fellow Coach (and former CEO) – Australian Life Coaching Society (ALCS)
- Accredited Conflict Dynamics Coach
- Accredited Human Synergistics LSI I/II, GSI Coach
- Accredited NBI Whole Brain Thinking Coach
- Certified Mentor Coach – Coachville
- Diploma in Life Coaching and specialty streams (Health, Business, Workplace) – LCIA
- Accredited Life Coach – Personal Success Australia
- NLP & Negotiation Mastery – Peak Performance
- Certificate IV – Workplace Training & Assessment
- Skilled in numerous training and coaching models, programmes and methodologies
- Member – International Coach Federation
- Member – International Institute of Coaching
- Member – Asia Pacific Alliance of Coaches
- Honorary Lifetime Member – Wholistic Business Network
- AFAIM – Australian Institute of Management
- CAHRI – Certified Professional – Australian Human Resources Institute
- Masters Degree – Humanities specialising in Adult Education
- International Keynote Speaker and Workshop/”Playshop” Presenter
- Well over 20,000 coaching hours
- Developed numerous specialty coaching programmes, books and coaching videos.
- Regular contributor to emPOWER Magazine and other publications
- Director, Master Coach, Researcher and Writer for Coaching Tools and Resources

SERVICES, ASSESSMENTS AND PROGRAMMES

The Incredible Awareness team provides a wide range of services in three categories:

- **Organisations**
- **Individuals**
- **Professional and Internal Workplace Coaches**

We provide a sophisticated blend of coaching, mentoring, training and consulting to ensure the needs of the individual, group, organisation and other stakeholders are always met to the highest possible standards.

There are distinct differences in each of these approaches and we disclose and discuss up front the ethical boundaries of each and ensure that the most appropriate blend for the client’s needs are put into the custom-designed programme.

Coaching/Mentoring Philosophy

All coaching is based on three simple steps:

- **Raise Awareness**
- **Make Decisions**
- **Modify Behaviour / Take Action**

I help you get clear about what you want, why it's important to you, what your options are and how to identify and use your strengths and skills to achieve your goals. Awareness can happen at many levels throughout this process. This is also an area where we may combine consulting, training and/or mentoring to the comprehensive solution so that you have more information and skills to work with.



When you're working with more information (awareness), you may find it easier to see things from a fresh perspective and make new decisions which you feel confident and comfortable with. Whether personal or workplace coaching, you are able to make wiser decisions which have a positive impact on your own performance and goals as well as having a positive impact on other stakeholders, processes and environments.

From there you create a plan to make the changes you've identified in order to achieve the desired objectives. Of course, achievement occurs from following through with your plan, so coaching is very action-oriented.

Training Philosophy

We only custom design training solutions based on the **seventy20ten™** model of adult learning, where 10% of the learning comes from the actual learning event itself, 20% comes from the sharing of experiences and wisdom in a real-time setting and 70% of the learning comes from the combination of reflective and active learning projects within the workplace and/or other environments. Our policy is never to sell training alone. Training must be combined with coaching and/or other ongoing learning opportunities to ensure greater effectiveness. Training alone will only help 10% of people at best and therefore we're quite firm on our policy requirements on this point. You can read more about this model, including case studies, [here](#).

Coaching Specialties

- **Executive / Leadership Development Coaching**
- **Onboarding / Reboarding Coaching**
- **"On Call Laser Coaching"**
- **Performance Improvement Coaching**
- **Team Coaching**
- **Project-Based Coaching**
- **Organisational Change Coaching**
- **Work/Life Balance Coaching**
- **Outplacement / Career Change Coaching**
- **Specialty Coaching (unique to gender, culture or other needs)**

Assessments

We have a huge list of available profile and assessment tools to support individuals, teams and organisations:

- **Custom Designed 360° Evaluations**
- **Life Styles Inventory (LSI I/II)**
- **Group Styles Inventory (GSI)**
- **Organisational Culture Inventory (OCI)**
- **Conflict Dynamics Profile (CDP)**
- **Extended DISC**
- **Team Management Systems (variety of tools)**
- **NBI Whole Brain Thinking**
- **Resiliency Quotient**
- **Climate Surveys (via OrgPsych)**

Resources

We have a massive library of written resource documents (over 1000!) including various coaching tools and tutorials. We also continue to grow our multi-media library of video training and coaching tips and tutorials. All of these resources can be made available to you depending on your individual or organisational needs.

To view some sample videos, please visit www.askacoach.com > For Organisations.

Presentations

I am very fortunate to have been invited to speak at major conferences and events around the world. I'm generally asked to present on topics where coaching and similar methodologies are used to support the development of self-leadership and leadership of others. I have developed and delivered numerous workshops, or as I like to call them "Playshops", on a great many topics. I also work with a substantial team of exceptional instructional designers, trainers and speakers and I'd be happy to match your needs to the best available professional resources.

CLIENT LIST

We are incredibly grateful to have achieved great outcomes via education/coaching service delivery in every industry sector and in many countries around the world. Some of our clients include:

Air Canada	Allianz	American Airlines
Askacoach.com	AT&T	Australian Tax Office
Cadbury Schweppes	CGU Insurance	Citibank
CompuServe	Continental Airlines	Credit Corp Group
Ericsson	Ford Australia	HBF Insurance
Hewlett-Packard	JC Penney Insurance	Kiwi Air
Macquarie Bank	MBF Insurance	Microsoft
Motorola	New Zealand Telecom	Raytheon
Reno Air	Reuters	Ryan Air
Singapore Airlines	Singapore Telecom	Telecom XTRA
Telstra	Telstra Bigpond	United Nations
Vodafone	Westpac	And many others!

REACH

Coaching services have been provided in the following countries, including in multiple languages:

Australia	Brazil	Canada
China	Chile	Czech Republic
Denmark	Egypt	Finland
France	Germany	Greece
Hong Kong	Iceland	Israel
India	Indonesia	Italy
Japan	Kenya	Malaysia
Mexico	Netherlands	New Zealand
Norway	Nigeria	Pakistan
Philippines	Russia	Singapore
South Africa	Sweden	Switzerland
Thailand	United Kingdom	United States

WEBSITES

You can explore/connect with us in lots of ways on the web:

www.IncredibleAwareness.com
www.askacoach.com
www.AccessingOurWisdom.com
www.RecreationalWhinge.com
www.NoelPosus.com
www.FilmStretch.com.au
www.youtube.com/user/noelposus

www.CoachingToolsAndResources.com
www.TheWheelsOfLife.com
www.High-Ideals.com
www.ThePersonalBalancedScorecard.com
www.ClaireStretch.com
www.twitter.com/noelposus
www.au.linkedin.com/in/noelposus

CONTACT

I can easily be reached through any of the above websites or simply call me on +61 416 006 476 or email me at noel@incredibleawareness.com.

I look forward to hearing from you and beginning a conversation about how we can collaborate on the ideal comprehensive solution to achieve your objectives.

Cheers,
Noel

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