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## Tania Waters, Executive Coach

Pragmatic. Commercial. Empathetic.

After working in law firms in Singapore and Perth for over 20 years, including as a senior HR manager, I branched out to start my own consultancy so that I could focus on what I enjoyed most: helping people resolve insurmountable conflicts, and helping technical experts to become excellent people managers and leaders (so that insurmountable conflicts don't occur!). I find people fascinating, and believe that every person is inherently good. While we might display some less effective behaviours, more effective behaviours (including great people management skills) can be learnt. I provide an environment which is safe to explore what is, and what could be. My goal is to support my clients to find their own leadership and management style, that brings out the best in themselves and their people.

I coach new managers and leaders who are really good at the technical aspects of their profession but now, in order to progress, need to focus on the development of their people management and leadership skills.

People are very often promoted on the basis of their technical competence, but this doesn't mean that they are also equipped to successfully lead a team of people. Fortunately, people management and leadership skills can be learned. As the world of human behaviour evolves, there is now a lot of evidence about what works and what doesn't work, which we cover in our coaching sessions.

## Coaching Structure

A typically coaching engagement consists of 6 x 1 hr sessions, taken over 3 months. I like to meet potential clients in person prior to deciding to work together, in order to ascertain whether we feel like we are a good fit with each other.

*"Coaching is unlocking a person's potential to maximise their own performance. It is helping them to learn rather than teaching them."* - Tim Gallway

## Education

Institute of Executive Coaching & Leadership (IECL)  
Certified Organisational Coach  
The University of Western Australia  
National Mediation Accreditation Standard (NMAS)



## Key areas we focus on in coaching

- Who you're being
- Your strengths and weakness
- Your paradigm about how the world works
- Servant leadership
- Humble inquiry

## The environment you're creating

- Feedback and difficult conversations
- Culture
- Psychological safety
- Performance management

## How you're facilitating everyone else to work together

- How to get the best out of your team
- Change management
- Systems, processes, procedures and how we work with those

## Trusted by

