



## Mina Candalepas **Bio**

**REG. NSW PS0057198**  
**MAPS 103827**  
**PBA PSY0001169091**



### Experience

Mina is an Executive Coach and the Director of **Gnorizo Pty Ltd.** She brings over 25 years' experience from consulting in organisations and 18 in the clinical domain.

Mina supports senior leaders in finance, top tier legal firms, professional services and Government, to reach new levels of performance and business results, effecting positive change to individuals and the bottom line. She works with leaders and their teams on their specific organisational challenges such as: change management, restructures, mergers, crisis management, complexity, performance management, wellbeing and conflict resolution. She has supported thousands of clients and has facilitated hundreds of groups.

Mina is particularly skilled in tailored leadership and team development strategies that support organisational and business requirements. In the beginning of her career, Mina developed, implemented and assessed her own tailored 360 feedback tool for an international finance organisation, distributed this across the Japan Asia Pacific Region, effecting significant improvements in leader performance. Mina understands that although 360 feedback tools can be powerful, they can also be damaging, when not managed effectively. She was granted two awards: for outstanding Contributions towards Leadership Development, Japan Asia Pacific and the Centurion Award.

Mina specialises in developmental coaching that uses a questioning process that involves prompt identification of key concerns, hence goals. Her coaching expertise extends to coaching management teams, assisting senior managers with complex issues affecting organisational bottom lines. Mina is highly equipped to quickly identify key issues for consideration in an individual coaching

plan. Mina specialises in assisting leaders with increasing their awareness and identifying performance barriers, this positively impacting on their capacity to lead.

Mina's skill leads to open, authentic conversations that take into account individual needs and challenges, facilitating positive change for the individual and organisation.

Mina's clinical program experience extends to the development of a national wellbeing program for senior executives in professional services, in addition to having gained successful clinical outcomes with depression, anxiety, drug and alcohol issues and management of personality vulnerabilities.

Mina's widespread experience in organisational and clinical sectors has enriched her understanding of business operations and processes and provided her with an in-depth understanding of human motivations and challenges.

Mina has extensive experience in conference presentations. She has spoken on team and leadership performance measures for the International Quality and Productivity Centre and on confidentiality in record keeping for the Australian Psychological Society with approximately 300 psychologists in attendance.

Mina has been a member on a number of boards. She was the Vice Chairman for Provicare, a medical advisory committee (2002-2006) and a member of the ESTIA Foundation (2005 to 2012). The diversity of her background has been complemented by various media presentations on CBA TV, radio presentations on psychological issues impacting youth (2NBC Stereo FM) and psychological editorials in community newspapers.

#### Qualifications

MSc (Psych Coach); Executive and Workplace Coaching Specialist stream, USYD

MA (Psych), USYD

BA (Psych), USYD

Dip. Adv. Counselling (Level 5), Institute of Applied Counselling

#### Accreditations

Leadership Effectiveness Assessment 360 (LEA 360), Management Research Group (MRG)

Strategic Directions (MRG)

Personal Directions (MRG)

Strong Interests Inventory (Consulting Psychologist's Press, Inc) CPP

#### Registrations /Memberships

Registered Psychologist

Member of APS

Member of AHPRA

Member of International Coaching Federation (ICF)

USYD Coaching & Mentoring Association