

## About Josie McLean, PhD, PCC

After an early career as a financial analyst and corporate strategic planner, Josie became interested in the intersection between strategy, people and change. She commenced her coaching business in 1999 and became a force in pioneering the professional coaching industry in Australasia and was awarded the ICF President's Award in 2009 in recognition of her contributions.

While chairing an ICF Regional coaching conference in 2003, Josie was talking with Sir John Whitmore when she had an epiphany – humanity was an unsustainable species on Earth. This realisation started Josie on a journey of discovering the ways in which organisations and businesses could lead the way in generating sustainability. She has studied with global experts in the fields of adaptive leadership and systems thinking to develop her techniques for cultivating change in organisations. Her own practice includes working with sustainability practitioners and teams to open up new ways of working, in addition to leadership and organisational development briefs to support cultural evolution.

In 2017, Josie completed her doctoral thesis about embedding sustainability into organisational DNA, and was awarded a Dean's Commendation for Excellence. Additionally, Josie has been involved in National Climate Change Adaptation Research Facility research with farmers, and climate scientists in Australia.

Josie also guides coaches to learn more about applying systemic approaches to their coaching through her *Big Little Shifts for Systemic Coaching* program ([www.the-partnership.com.au](http://www.the-partnership.com.au)).

With the late Dr. Alison Whybrow and Eve Turner, Josie co-founded the Climate Coaching Alliance ([www.climatecoachingalliance.org](http://www.climatecoachingalliance.org)) in late 2019. Combined with Professor Peter Hawkins, their latest book *Ecological and climate-conscious coaching: a companion guide to evolving coaching practice* is expected to be released in October 2022. Josie's other books include *Big Little Shifts: a practitioner's guide to complexity for organisational change and adaptation* (2020) and *Blueprint: uniquely you* (2012) in addition to academic articles, research reports and book chapters.