



***“Every interaction is an opportunity to inspire and accelerate positive growth and impact.”***

Grace is an experienced and highly sought-after coach who partners with C-Suite executives, senior leaders and their teams to enhance and accelerate their leadership growth and impact.

She draws on her significant international executive leadership experience, a strong background in leadership development and over 3,500 hours of coaching.

### **Specialities**

Executive Leadership Coaching  
Leaders in Transition Coaching  
Leadership Team Effectiveness  
Group and Peer Coaching  
Personal Branding Strategy

### **Certifications/Memberships**

- ICF Professional Certified Coach (PCC)
- Accredited Organisational Coach (IECL)
- Stakeholder Centered Certified Coach
- Certified Global Leadership Coach (GCG)
- Leadership Circle Profile. Collective Leadership, Leadership System (TLC)
- EMCC Global Individual Team Coaching
- IECL Certified Team Coach
- Reach Personal Brand Master Strategist
- Global Leadership Wellbeing Survey
- Accredited Mental Health First Aider
- Member of the Institute of Coaching, McLean, Harvard Medical School
- Member of The Henley Centre of Coaching

### **Contact**

- ✉ [grace@heatandheart.com](mailto:grace@heatandheart.com)
- ☎ +61 419 343 020
- 🌐 [www.heatandheart.com](http://www.heatandheart.com)
- in [gracethomasau](https://www.linkedin.com/in/gracethomasau)
- 📍 Melbourne, Australia

## **Grace Thomas**

C-Suite, senior executive and high potential emerging leaders in complex global, multi-national and Australian organisations work with Grace so they can be the best they can be in their work, their life and their world.



Her contribution and impact are anchored in her organisational coaching experience working with senior executive leaders and a highly reputable coaching and leadership team effectiveness portfolio. Her clients cover the breadth of industries and governments, including many high-profile household names.

In addition to her coaching credentials, Grace is one of about 15 Reach certified Personal Brand Master Strategists worldwide.

She volunteers with the International Coach Federation (ICF) at the local chapter and global organisational levels, contributing to committees, taskforces and programmes to advance professional coaching.

### **Business Background, Experience and Skills**

Grace understands the complexities leaders face in balancing short and long-term outcomes, corporate and local needs, and present and future orientations in a fast-changing environment. She focuses on simple, practical strategies that deliver tangible and sustainable outcomes.

Her significant corporate experience includes executive leadership roles in Australia, Asia-Pacific and globally with one of the world's largest and most prestigious professional services firms.

### **Approach**

Grace spends time understanding organisational and individual needs, then travels alongside individual leaders and their teams to enhance and accelerate their leadership growth and impact while staying true to who they are.

Grace builds trust quickly and brings 'heat and heart' to her relationships where individuals and teams are challenged to step outside their comfort zone into their courage zone to **explore** deeply how their habits, assumptions and beliefs impact themselves and others. She supports them to **experiment** with more helpful strategies, **extend** those that work and **embed** them. Accelerated and sustained development or transformation happens as a result. Ultimately, these leaders and their teams **empower** others towards high contribution and performance.

### **In a Nutshell**

Grace considers herself a global citizen, born of Chinese heritage, growing up in Malaysia, living in Australia, working and connecting globally - a rich cross-cultural tapestry. She loves family time, enjoys good food and wine experiences and is a mad-keen AFL Geelong Cats supporter – both the game and the leadership culture that builds and sustains high performance and societal impact.

## Recent Client Engagements (a snapshot)

### Coaching

- **Global Professional Services firm** – executive coach for C-Suite, senior executive leaders, business unit leaders and next generation leaders around leadership effectiveness and global mindset. Leadership team and senior leadership group coaching (Australia, India, Singapore, Japan)
- **Australian University sector** – individual executive coaching and collective leadership team effectiveness resulting in significant cultural shifts. Executive coaching for a head of school and senior chancellery executives. Clients include a number Australia's Group 8 Universities.
- **Victorian Public Service** – coaching senior executive leaders and lead coach for tailored and comprehensive executive leadership and change leadership programs. (Australia)
- **Federal Government Agency** – coaching senior and emerging leader (individual and peer learning groups) as part of comprehensive leadership programs, facilitating coaching mindset learning.
- **Global Engineering Consulting firm** – coaching senior major project leaders to build capacity to lead in a fast-changing environment. (Australia)
- **Public Project in Construction and Engineering** – team coaching for People & Culture Leadership Team to enable the team to take their contribution to a new level. (Australia)
- **Big 4 Australian Bank, Global and Private Banking Institutions** – coaching senior and C-level executives to elevate their impact and contribution across the enterprise. (Australia)
- **Global Insurance Group** – executive coaching for senior business leaders (Singapore)
- **Global Property Groups** – coaching project directors undergoing a global leadership program for identified next generation executives. (Australia, Japan)
- **Individual coaching engagements** – senior leaders from a wide range of industries. Coachees include Head of HR, CIO of a local city council, not-for-profit board member, a global consulting partner.
- **Coaching Panels** – Australian Public Service, Victorian Public Service, national energy provider, significant luxury retail group, Aesara (a global international coaching and consulting provider).

### Leadership Effectiveness and Personal Branding

- **Senior Executive and Leadership Development**
  - Design and facilitate programs, e.g. high value relationships, personal branding.
  - Senior Departmental Leadership Team of a pre-eminent Australian University.
  - Senior Executive Leadership Academy, Victorian State Government.
- **Victorian State Government Agency – personal brand workshops for senior leaders.**
- **Keynotes and workshops on leadership and personal branding:**
  - Institute of Executive Coaching and Leadership alumni (Melbourne and Sydney).
  - International Coaching Federation (ICF) Victoria community of practice.
  - Webinar for ICF Queensland members.
  - Women in Manufacturing Leadership Summit 2018 (Melbourne).
  - Women in ICT and Digital Leadership Summit 2020 (Melbourne).
  - Mortgage broking women's network sponsored by an Australian Big 4 bank.

### Pro bono

- **Volunteer Leader, International Coach Federation (ICF)**
  - Global – Chair of the Nominating Committee for the ICF Professional Coaches Global Board of Directors (2020-21 as Chair; 2018-21 as a member); reviewer for proposals to present at ICF Converge (2019, 2023); judge for Young Leaders Award (2019)
  - Australasia Chapter – Acting Head of Member Experience (2019); Victorian Branch – Past President, President (2017-2018); Honorary Secretary (2016)
- **Speaker and Panel Presenter** on leadership, personal branding, and at ICF Business Development Series (2020, 2022)
- **Mentoring emerging and experienced coaches (ongoing)**
- **Guest contributor** to BusinessFirst Magazine (2018)