



helen zink

PCC, MSc, MBA, BMS (hons), CA

growth cultivator | leadership coach | team coach
consultant | director | author | speaker

grow to be limited

Who am I?

I cultivate leaders and teams to be the best they can be with an authentic, contemporary, lively and trusting style. My strengths include curiosity, creativity, positivity, and a deep growth mindset. I have significant business knowledge, international professional qualifications, credentials and associations, and diverse life experience. My previous experience includes a corporate career spanning 20 years within large multinationals in New Zealand and globally. Corporate roles include strategic and commercial business partnering, change management, consulting, commercial and financial management, and people leadership. I also have a decade of experience in senior leadership team roles. Now I cultivate leaders and teams, growing them to be the best they can be.

What I do?

I do my best work when I partner with professionals and their teams, and middle/senior managers and their teams.



Everything I do is tailored to your specific needs. No cookie cutters! I support you with:

- Leadership development & coaching
- Team development & coaching
- Strengths profiling & positive psychology application
- Development consulting

What is the benefit?

“Our collective self-awareness and self-improvement, improved significantly, resulting in increased accountability, collective decision making and ultimately improved outcomes. Helen worked with us using many tools and well tested management models and helped us apply our learning to real world execution. We have all become better leaders as a result, both individually and collectively as a team.”

Gary Connolly, Deputy Chief Executive Finance and Business Insights, St John

Some organisations I work with



Why me?

My professional qualifications include:
Masters in Science (MSc) Coaching Psychology
Masters in Business Administration (MBA)
Bachelor of Management Studies (BMS(hons))
Chartered Accountant (CA))

My credentials include:



My professional associations include:



I also teach team coaching when I can, with the Global Team Coaching Institute (GTCI). I am a Director of the Australasian chapter of the International Coach Federation (ICF) and give back to the community through pro-bono work. I am also a budding author and speaker.



Grow to be
the best you
can be...

What next?

Contact me for a no obligation chat about your/your teams potential growth story

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Leadership Development & Coaching



“Step forward into growth, or backward into safety”
A Maslow

What is it?

Leadership development and coaching is a partnership between you and me, where I provide structure, support, feedback and challenge to cultivate your growth. Sometimes you may need wider development approaches, direct advice or just a sounding board. Leadership development and coaching is really about increasing your self-awareness and understanding how you work, how you work with others and your team, and understanding wider system impacts. This in turn supports the outcomes you need.

Who will benefit?

All professionals and middle/senior leaders.

What is the benefit?

Leaders needing to grow and improve these areas: high performance, dealing with change and uncertainty, effective leadership, good decision making, effective change management, stronger relationships, career management and many other results.

Why does it work?

Leadership development and coaching is tailored to your circumstances and your individual needs. I draw from my large toolkit of coaching, team coaching, applied positive psychology, change management and strategic tools and methodologies as appropriate. We will experiment and imbed the tools that work for you.

Who uses it?

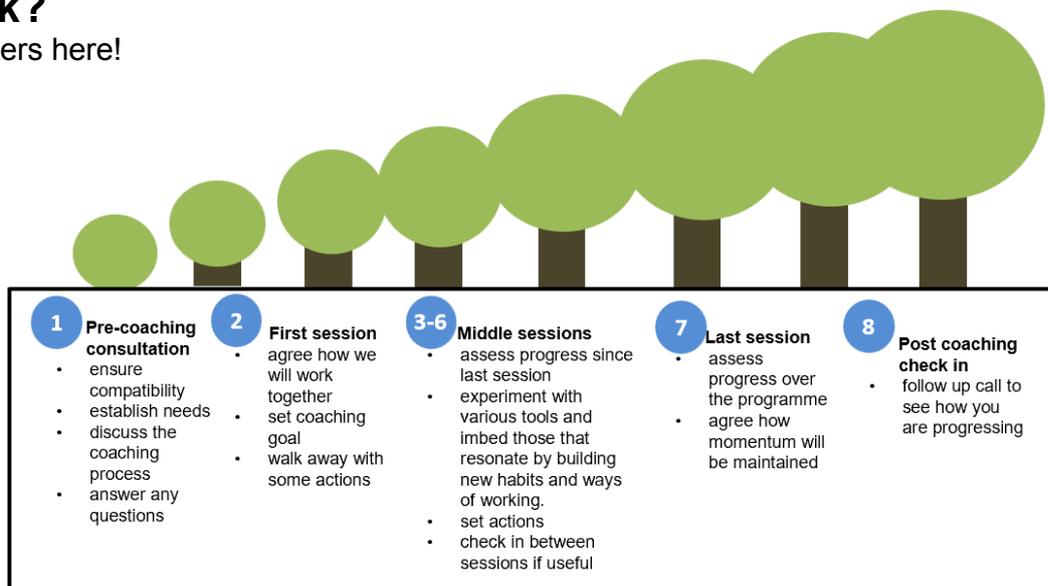
Clients include professionals and middle/senior managers including accountants, lawyers, project managers, engineers, general managers, procurement managers, information technology professionals, operations managers.

How does it work?

There are no cookie cutters here!



However, to give you an idea, a typical package might include 6 hours of session time over a 4-month period, with a pre-coaching consultation and a post coaching check-in. Sessions may be in person or virtual.



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Team Development & Coaching



What is it?

Team development and coaching means taking a break from day to day delivery and working on **how** you work together. The collaborative sum of your team can be much more valuable than individuals.

We work on developing your self awareness, awareness of how your team interacts, and appreciating the system in which you and your team operate. Your system includes staff, other teams, internal stakeholders, external stakeholders, customers, and wider political, economic and environmental factors. It's complex, and I help you focus

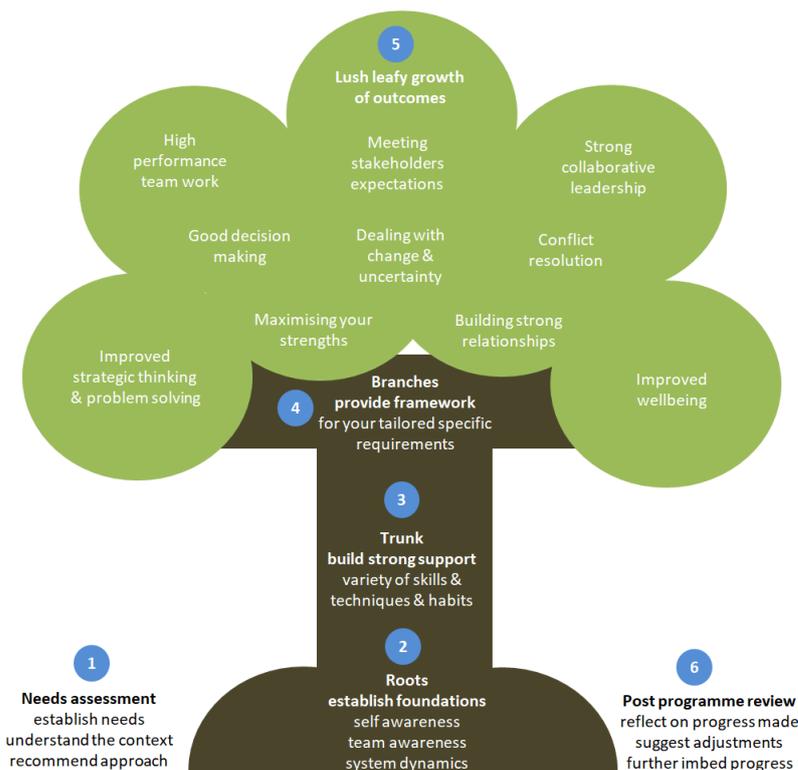
Who will benefit?

All senior and middle leadership teams wanting to grow and improve.

Agile, virtual, new, or established teams all benefit from team development and coaching.

What is the benefit?

High performing teamwork, strong collaborative leadership, dealing with change and uncertainty, and understanding and meeting your stakeholder expectations. Outcomes may also include better decision making, conflict resolution, improved strategic thinking and problem solving, maximising your strengths, building strong relationships, improved wellbeing and many other beneficial outcomes.



How does it work?

There are no cookie cutters here!  Team development and coaching services are tailored to your team's specific requirements. A programme will always begin with a needs assessment to establish context and requirements.

The body of the programme will typically involve a series of team sessions over a 6 to 12 month period. Topics covered will be drawn from my large toolkit of coaching, team coaching, applied positive psychology, change management and strategic tools and methodologies. We experiment with some of these tools and imbed those that resonate by building new habits and ways of working. Programmes will end with a review and reflection on progress made, and making any adjustments required.

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Strengths Profiling & Positive Psychology application

What is it?

Positive psychology focuses on the promotion of flourishing and wellbeing for an optimal life (Seligman 2012). In other words, cultivating positive emotions which support you to grow to be the best you can be.

Positive psychology is a very broad topic. However, some components particularly relevant for leaders and their teams include: positive leadership, strengths, mindfulness, purpose and meaning, alignment with values, managing change, gratitude, stress management, resilience, flow, happiness, mental toughness, and peak performance.

Strengths are a particularly well developed area of positive psychology. The Strengths Profile tool assesses 60 strengths providing a profile that forms the basis of coaching conversations that follow. Strengths Profile can be used with individuals and collectively in a team profile.

“When managers are enabled to have strengths based conversations with their team members they can increase performance by 36%”

Cappfinity

“Building positive emotions will broaden creative openness, understanding and behaviour”

B Fredrickson

What next?

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“Positive psychology... builds the best qualities in life”

Martin Seligman

Who will benefit?

Anyone, including all professionals and middle/senior leaders.

What is the benefit for individuals?

- improved work life
- improved personal life
- career development
- self awareness
- goal attainment
- less stress
- happiness
- more resilience

What is the benefit for teams & organisations?

- increased performance
- productivity
- engagement
- lower staff turnover
- increased customer satisfaction
- and ultimately, increased profit

How does it work?

Positive Psychology tools and techniques are integrated into all leadership development and coaching, and team development and coaching services I provide where relevant.

Stand alone sessions or workshops related to particular aspects of positive psychology are also available.

Strengths profiling services for individuals and teams can also be provided as a stand alone service.

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