



Karlene Elkin

Psychologist and coach

Karlene is a clinical psychologist (MAPS, AHPRA) and an executive coach. She has had over 15 years consulting experience in assisting individuals and organisations to take up new competence. Her expertise is being able to capture what is happening for the individual & the organisation and offer practical solutions that lead to meaningful and lasting change.

Executive Coach

Karlene's clients have come from all sectors: public sector, higher education, corporate, professional services and not for profit.

She works with managers and leaders to provide insight into what is happening and ways to take up their competence. Often approached by individuals in the midst of personal and organisational change, she works in a way that supports them personally whilst giving them strategies and insights for their organisational problems.

Her work is recognised by her astuteness and being 'scarily accurate'. She is quickly able to capture what is happening at all levels: for the individual, the team and the organisation. She offers immediate practical solutions to effect change and provides clarity to complex problems in contexts of considerable turmoil, ambiguity and conflict.

Her style is both challenging and supportive. She has a reputation for straight talking with integrity, helping to individuals to develop strength and competence with much humanness. Her work is collaborative in nature, where she openly explores and generates answers together with clients. She is independent from the political agendas that may be running in organisations and can often say what others find difficult.

Her clients will gain new techniques and insight that enable them to more fully step into their role. Clients learn about what maybe personally and/or professionally 'hooking them' into issues and how to take up new ways to manage these. This change has a significant impact in inspiring others around them.

She has coached leaders across many industries including higher education, chemical, engineering, financial services, health, IT, local and federal government, medical, media, not for profit, psychiatry and telecommunications.

Academic & Work Background

With a Bachelor of Behavioural Science (hons), and a Masters in Clinical Psychology, Karlene began her working life as a clinical psychologist in public mental health services. She then moved into private mental health, taking up a position in management of a private hospital for over 6 years. Her interest in helping people in leadership positions followed from here and she developed her own consulting business Elkin: Managing People Dynamics www.elkin.com.au. She has a graduate diploma in Organisational Change and Consulting.

Her approach is to effect behaviour change through evidence based interventions that come from a range of theoretical frameworks including Acceptance and Commitment Therapy, Interpersonal Therapy, CBT, Organisational change literature and Group relations literature. Her work reflects the core coaching competencies as outlined in the Australia Psychological Society coaching competencies.

Qualifications

Graduate Diploma of Business: Organisational Change and Consulting: RMIT, Melbourne 2005
Master of Arts (Clinical Psychology): University of Melbourne 1997
Bachelor of Behavioural Science (Hons): La Trobe University 1995
Certificate IV Workplace Training

Professional Memberships & Registration

Honorary appointment as a Fellow: Faculty of Medicine, Dentistry, and Health Sciences, University of Melbourne September 2006
Organisational Development Australia
Member of the Australian Psychology Society (Clinical College and Coaching Psychology Interest group)
Registered Psychologist & Supervisor with the Australian Health Practitioner Regulation Agency (APHRA)

Recent Professional Development

MBTI accreditation, CPP, Melbourne, August 2017
Rachel Collis. Turbo – Charge you Workplace Coaching with ACT. Melbourne 30-31st May 2016
Dr Evelyn Field, OAM. Update on workplace bullying. Melbourne, April 2016.
Dr Pat Ferris, PhD. Coaching and working with organisations around bullying. APS Coaching Psychology Interest group. Melbourne, April 2016
Dr Evelyn Field, OAM. Treating organisations and individuals re workplace bullying. Melbourne, November 2015.
11th Industrial and Organisational Psychology (IOP) Conference, Positioning Workplaces for the Future: Sustainability, Agility and Performance, Melbourne 2-4 July 2015.