

INGO SUSING

“Combining private equity career experience with research-based executive coaching approaches, my passion is to positively impact the often unrecognised but critical link between people performance and business outcomes.”



Experience

Combining a 15-year career in private equity and investment banking with a leading post-graduate qualification in coaching psychology, Ingo is uniquely qualified to work with senior executives, teams and organisations to achieve significant behaviour change that positively impacts business outcomes. Since moving into coaching full-time, he has built an impressive track record in crystallising tangible business benefits with a number of leading blue chip client organisations.

Ingo’s private equity career included roles as a board member and shareholder representative who interacted closely with CEOs and their senior management teams. The work frequently involved major transactions including acquisitions, mergers, turnarounds and similar organisational change situations. These experiences highlighted a frequent gap between what people knew they needed to do compared to what they were actually doing. Ingo’s extensive studies have allowed him to better understand this dynamic and effectively work with client organisations and their leaders to co-develop practical solutions that overcome this gap.

Ingo has been involved in various senior executive coaching engagements involving male and female clients at CEO level and below, and across numerous industries. Typical client needs include on-boarding of senior external or internal hires, succession planning involving the assessment and development of senior executive teams, talent retention planning, high-performing team development, facilitating group development processes or strategic planning sessions, and the integration of major acquisitions requiring an alignment of culture and people.

Clients value Ingo’s unique combination of private equity business acumen and applied performance psychology, his ability to provide individuals with valuable insights through empathy, support and challenge, and help translate these into successful performance outcomes.

Professional Expertise

- Individual coaching of senior executives using evidence-based approaches
- Team coaching with a focus on effective communication and high performance
- Workshop and off-site facilitation including strategy, change and business planning
- Advising on organisational change, strategy, governance and business performance
- Expertise in a wide variety of psychometric and 360-degree feedback tools including the Hogan Personality Inventory (Hogan); Human Synergistics’ Life Styles Index (LSI); and Kegan’s Subject-Object Interview style (SOI)
- Direct industry experience in financial services, transport, healthcare, consumer goods, manufacturing and retail

Selected Client Companies

Credit Suisse, Citigroup, Translink, Allegro Private Equity, Clifford Hallam Healthcare, Visionbytes, Brookfield Partnership, New Price Retail

Education, Qualifications & Professional Positions

- Master of Applied Science (Psychology of Coaching), University of Sydney
- Bachelor of Business (Finance) with Distinction, University of Technology Sydney
- Fellow of the Australian Institute of Company Directors (FAICD)
- Fellow of the Financial Services Institute of Australia (F.Fin)
- Member of the University of Sydney Coaching & Mentoring Alumni (USCMA)
- Publication (peer reviewed): Susing, I., Green, L. S., & Grant, A. M. (2011). The Potential Use of the Authenticity Scale as an Outcome Measure in Coaching. *The Coaching Psychologist*, 7(1), 16-25.

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