



# RISE TO THE TOP STEMM LEADERSHIP COACHING

**IMPROVE ENGAGEMENT, PROFITABILITY & GROWTH**

STEMM = Science, Technology, Engineering, Mathematics and Medicine

Are you frustrated with costly and ineffective learning and development (L&D) programs which DO NOT translate to profitability, growth and employee wellbeing?

Is your organisation struggling to attract and retain top STEMM talent due to poor teamwork, interpersonal conflict or an inflexible culture?

Are you part of the 70% of senior executives concerned about poor technological leadership to meet their organisational challenges?



## Our STEMM Leadership Coaches

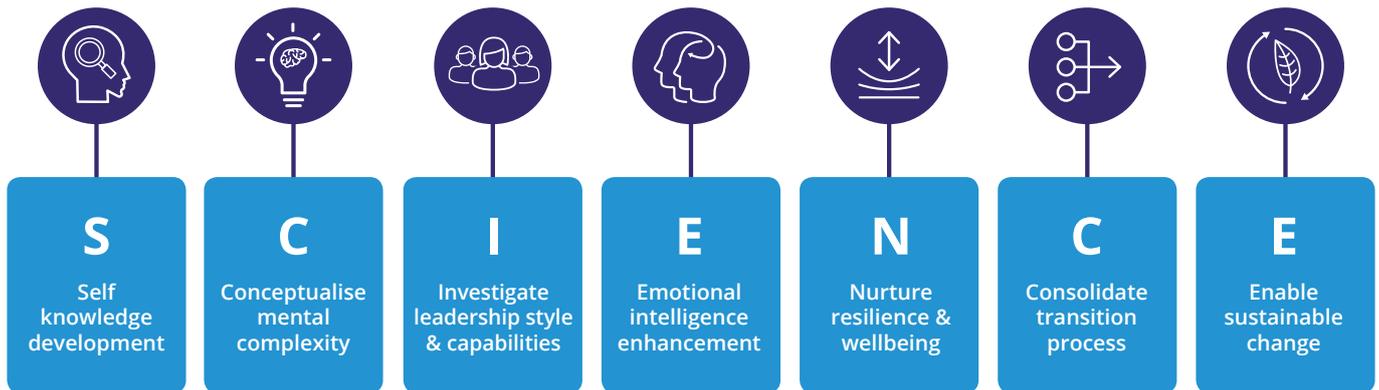
- Work with your leaders and teams to enhance their Emotional Intelligence, including sophisticated relational and communication skills.
- Achieve an ROI of 7X the initial investment on learning and development costs and reduce cost significantly.
- Realise tangible and intangible business improvements



We use **The SCIENCE of Leadership** throughout all coaching programs to:

- Harness the creativity and innovation of STEMM individuals and teams
- Create a positive workplace environment (high engagement and retention)
- Save time and money on learning & development efforts

# The SCIENCE of Leadership



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## Self knowledge development

Gain self-insight and accept its value as basis for life and career decisions. Understand personality and character strengths to maximise career outcomes. Learn about blind spots, feedback loops and ongoing growth.



## Conceptualise mental complexity

View life transitions as integral part of human development and career progression. Explore levels of mental complexity and links to leadership. Strive for higher levels through mastery, autonomy and relatedness.



## Investigate leadership style & capabilities

View leadership as a process whereby leader influences others to achieve a goal. Explore researched leadership models and identify required capabilities. Dispel stereotypes, leverage scientific mind and develop leader identity.



## Emotional intelligence enhancement

Explore pivotal role played by emotional intelligence (EQ) in achieving positive outcomes. Apply innate curiosity,



creativity and problem-solving qualities to build EQ. Augment sophisticated communication skills for influential leadership.

## Nurture resilience & wellbeing

Build positive strategies to deal with transition challenges adaptively. Strengthen physical, emotional and mental strength, and meaning-making capacity. Clarify life and career purpose to map out goals and action plans.



## Consolidate transition process

Promote positive evaluations of the past, present and future. Achieve clearer self-concept, identity and coherence. Allow enough time and space to work through process of transition.



## Enable sustainable change

Understand that change is not linear, it is messy and it takes time. Set values-based, fully integrated goals, strategies and solutions. Develop action plan to replenish internal and external resources to stay on track.



## Why work with ProVeritas Group

- We link our coaching programs to individual and business outcomes. Our track record shows our commitment to providing our clients a superior ROI.
- Our executive coaches have walked in your shoes. We've held leadership positions and therefore understand the complex challenges facing organisations nowadays. We only engage highly experienced and tertiary qualified coaches in psychology/coaching, science and business, or related fields.
- We only use evidence-based methodology and are actively involved in the practical advancement of human and organisational growth, wellbeing and success through affiliations with world-class groups.
- Our every decision and client interactions are measured against our values of trust & integrity, knowledge, collaboration, learning & growth, and positive results.

## Our clients come from some of the most trusted brands in Australasia and globally:



# Biography

Ruby is the founder and MD of ProVeritas Group, an Australian company offering learning & development services to STEMM organisations since 2010. She is best known for developing influential STEMM leaders and helping them transition to C-level roles through cutting-edge coaching programs that produce long-lasting results.

Ruby has a 25-year track record as a senior leader in pharmaceutical and biotech industries and more than 10 years coaching leaders and teams from a wide range of sectors including corporate, academia, government and non-for-profit.

Prior to becoming an executive coach, she had a pioneering STEMM career. She was the first female R&D Manager in the Australian pharmaceutical industry, was seconded to the US where she transitioned to business development and grew the contract manufacturing business of a multinational by 200% in 18 months, and later returned to Australia to hold General Management roles in operations and scientific affairs.

With a Masters in Coaching Psychology, a PhD in Science, and an MBA (Exec), and

having experienced the many challenges of corporate and academic life, Ruby has a deep understanding of what is needed to succeed and be an effective leader. She is a Fellow of the Institute of Coaching, Harvard McClean Medical School, a Member of the Association for Coaching (MAC) and a Member of the University of Sydney Coaching & Mentoring Alumni (USCMA).

Ruby cherishes helping create a “pool of shared meaning” between different disciplines. Whether being part of the UNSW Business School Adjunct Faculty, speaking at international conferences, chairing committees, facilitating workshops or coaching STEMM clients, she is driven by a desire to help others learn, grow and thrive.

Ruby is the author of ***The SCIENCE of Leadership: Harnessing the Power of STEMM Leaders in an Irrational World.***



**Dr Ruby Ragonese-Campbell, PhD**  
Managing Director

## Here's what our clients have to say:



“Ruby has the unique ability to work within the boundaries of the personality of the person she is working with. The return on investment cannot be defined in monetary value. What I gained on both a personal and professional level still leaves me astounded.”

**Denise Hunt** – Head of IT & Engineering, GenesisCare



“I completed a one-year Executive Coaching program with Ruby and I credit her with helping me achieve a step-change in my thinking and behaviours. I had many realisations, which continue to impact my professional and personal life, lifting me to greater effectiveness and enjoyment.”

**Jen Marshall** – CEO, Brainmates



“Ruby has given me the tools I need to effectively navigate my career, manage work/ life balance, manage stress effectively, understand the different behaviours at play with others and how to manage this for success and how to determine what's relevant as opposed to noise.”

**John Poulter** – Director of Key Alliances, Oracle Australia

# Make your organisation agile: develop emotionally intelligent leaders

There is more to becoming agile and adaptive than implementing new business systems and processes. It is about changing mindsets and developing the right metacognitive skills in leaders and their teams. We need to build resilience, mental strength and emotional flexibility. We must also develop the 12 emotional intelligence domains.

## The 12 Emotional Intelligence Domains

Self-Awareness	Self-Management	Social Awareness	Relationship Management
Emotional self-awareness	Emotional self-awareness	Empathy	Influence
	Adaptability		Coach and mentor
	Achievement orientation	Organizational awareness	Conflict management
	Positive outlook		Teamwork
			Inspirational leadership

Modified from Daniel Goleman and Richard E. Boyatzis, February 2017.

### Proud members of:



McLEAN HOSPITAL, HARVARD MEDICAL SCHOOL AFFILIATE



International Leadership Association



# STEMM Human Capital Self-Assessment

This self-audit enables the business leader (CEO, MD, GM, HRD, CTO, CSO, COO, etc) to assess if their STEMM human capital is set for success in the organisation.

Please indicate the extent to which you agree or disagree with the following statements.

1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

1	Our STEMM staff have excellent working relationships with other parts of the organisation, such as marketing and sales	1	2	3	4
2	Our multi-disciplinary product/project teams have a track record of successful development of innovative products/services	1	2	3	4
3	Our best STEMM performers have been with the organisation for more than 2 years	1	2	3	4
4	Our new products/projects teams proactively and collaboratively find solutions to achieve results	1	2	3	4
5	We provide tailored Learning & Development (L&D) opportunities to all STEMM staff	1	2	3	4
6	Our STEMM leaders and employees can report that they work in a cohesive and engaging team environment	1	2	3	4
7	We have no issues regarding conflict management within our multi-disciplinary teams	1	2	3	4
8	Our projects and new product teams adapt to complex changes to deliver results effectively	1	2	3	4
9	We attribute our high profitability, in large part, to our effective internal communication	1	2	3	4
10	Our clients/customers are delighted with our products and services	1	2	3	4
11	Our STEMM staff have clear career development plans to reach influential senior leadership roles	1	2	3	4
12	We have low staff turnover throughout the organisation	1	2	3	4

## Add up the scores. What the results suggest about your STEMM performance:

### ≤ 24 points

Inferior result. Your organisation has not tapped into the true potential of its STEMM human capital. Seize the moment and learn how to harness their strengths in order to improve engagement, profitability and growth. **We suggest you contact us for a presentation as soon as possible.**

### 25 – 36 points

Average result. Your organisation may be coasting along, just doing enough to stay in the market and get-by. There is, however, room for improvement and rise to the top among your competitors. **We suggest you contact us to schedule a presentation.**

### ≥ 37 points

Excellent result. Congratulations, your organisation is well placed to achieve market leadership! However, best not to rest on your laurels and ensure your organisation has the edge over the rest of the competition. **We suggest you contact us for a presentation at your Strategic Planning meetings.**



**Call or email us today to improve  
your organisation's engagement,  
profitability and growth.**

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