The Talent Advisors
growing / capability

Dianne Jacobs – The Talent Advisors

With a strong commercial, action-oriented and execution focus, Dianne draws on her sound corporate experience that includes twelve years with the pre-eminent investment bank, Goldman Sachs JBWere, where she was an Equity Partner.

Dianne has worked at leading edge companies with a strong profit drive and performance pressures. She has contributed at senior executive levels participating in strategy sessions, partnership committee, leadership reviews, and an inaugural talent and diversity council. She has been a confidential sounding board to CEOs and their direct reports.

In addition to supporting talented people to succeed, she has experienced differing situations of change and transition. At times this has involved turning around problematical environments. More often, it has required assessing the talent needed for sustained capability. Frequently, this has meant working with the business for improved performance.

Recognised as a diversity advocate, she has been nominated by EOWA for their Diversity Leader for the Advancement of Women. Her article 'Powerplay: Women, Leadership and the Getting of Power' has been recommended in the 'Agenda in the Boardroom' report by EOWA and Egon Zehnder International. Dianne's passion is to enable talented women to have greater control over their career roadmap and be more competitive in the promotion stakes, including leadership and board roles.

Highly regarded coaching and mentoring panels, including the Melbourne Business School and Women on Boards, have selected her as an associate member.

Dianne has a Bachelor of Commerce from University of Melbourne with majors in Economics, Accounting, Commercial Law; and a sub-major in Business Administration. She attended the Adizes Institute (USA) - a residential covering SWOT analysis, group problem diagnosis and problem solving, team building and team projects; she is accredited in MBTI including the Expanded Analysis Report; she is a trained coach through Coach U Inc (USA) recognised by the International Coaching Federation; and is accredited in Thomas-Kilmann Conflict Management Mode. She successfully completed an Advanced Counselling Skills course.

Professional memberships include Australian Institute of Company Directors, International Coaching Federation and Women on Boards. Human Capital Institute (USA) has appointed her an Expert Advisor on Creating a Talent Pipeline.

Ivey Business School journal in Canada and magazines in Australia have published her work on talent capital; women in leadership; succession pipelines; coaching star performers; and global leadership. She has appeared in Company Director Journal, Boardroom Report, Management Today, Human Capital, Business Spectator and BRW.

Dianne is Founding Principal of ***The Talent Advisors***. Our approach is based on a real understanding of achievement, the paradox of success, how talented executives learn and think, and what actions are needed to take performance to the next level. We have sound capability across the talent spectrum including tactics for: increasing executive impact; growing high-potential leaders; advancing diversity; and reducing business risks by having more robust talent pipelines.

Client requests include **consulting** on talent capital strategy and advancing women**; coaching** for high-performers, new leaders or senior executives; and **strategic career mentoring** for those wanting to regain focus and those working towards their next promotion. Although specific client details are confidential, the **sectors** covered have been professional services, financial services, investment banking, legal; media, mining, beverages, government enterprise, automotive, retail and not-for-profit.

For further information please contact Dianne Jacobs on 0400 806 336 or dianne@thetalentadvisors.com or view our website at www.thetalentadvisors.com