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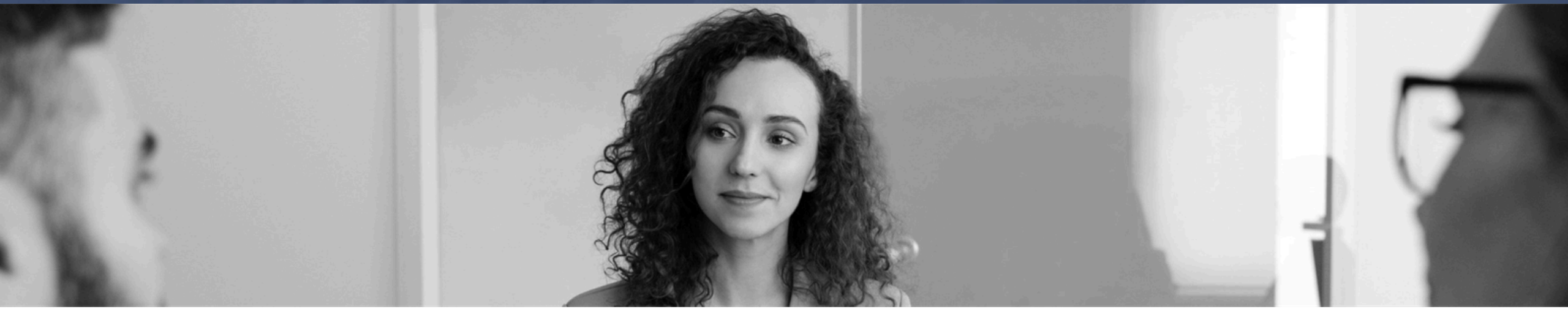
Coaching & Consulting

# Capability Statement

Executive, career and organisational coaching that builds clarity, capability and confidence, helping people and businesses lead well through change, complexity and the rise of AI.

# About Us





# Coaching that builds clarity, capability and confidence.

## Keegan Adams Coaching & Consulting extends our support beyond recruitment.

Established in 2010, Keegan Adams Recruitment is a privately owned boutique recruitment business that recruits across a range of financial services, shared services and business support. Our coaching practice partners with individuals and organisations through career transition, professional development and tailored coaching solutions.

Led by Saffron Stevens, an accredited coach and Director of People & Operations at Keegan Adams, our approach combines practical career expertise with personalised coaching. We work with individuals to build confidence, gain clarity, navigate change and take meaningful steps towards their next career chapter.

Our connection to Keegan Adams Recruitment provides a unique advantage. With an extensive national network of trusted clients and candidates across Financial Services, Corporate Services, and Technology & Transformation, our support doesn’t end when a coaching or outplacement program does.



**Since 2010**

privately owned
boutique business



**50+ years**

combined experience
across our leadership team



**11,000+**

candidates placed
across financial services

# What is Coaching?

A structured, confidential partnership that helps individuals and teams think more clearly, act more deliberately and perform at their best, particularly at moments of change, growth or uncertainty.



CONTEXT

## Built for a world of constant change

Restructures, AI adoption and shifting ways of working mean decisions are made with less certainty than ever. Coaching gives people a dedicated space to pressure-test thinking, weigh options and move forward with confidence.



METHOD

## A blended, human-first approach

Assessments, digital tools and structured frameworks build self-awareness and track progress. But technology only takes people so far; real behaviour change comes from the guided reflection, challenge and accountability of a dedicated coach.



DURATION

## From a single session to a multi-year partnership

Engagements are scoped to the goal, not a fixed template. From a short, focused sprint around a specific decision, to embedded coaching that runs alongside a leader for a year or more.



DELIVERY

## 1:1 and group, virtual and in person

Video, phone or face to face, in whatever mix suits the individual and the organisation, and always with the same dedicated coach, so trust and momentum build session to session.

**HOW WE MEASURE SUCCESS**

We track programme utilisation, participant satisfaction, goal attainment, observed behaviour change, leadership readiness and retention, so the value of coaching is visible, not just felt.

# Our Services



# Tailored Coaching Solutions

Coaching needs differ by circumstance and career stage, so we draw on different disciplines to match the right support to each employee.

| | |
|---|---|
| **1:1 Executive Coaching** | Personalised, confidential coaching for leaders looking to strengthen their leadership, navigate complex challenges and build the clarity, confidence and self-awareness to create meaningful, lasting progress. |
| **Embedded Coaching** | Ongoing coaching integrated into your organisation, giving leaders regular access to an experienced coach and making development part of the business rhythm rather than a one-off intervention. |
| **Team & Group Coaching** | Focused coaching for leadership teams navigating shared challenges such as growth, restructure, transformation or AI adoption, building stronger alignment, capability and performance. |
| **Leadership Development** | Practical development for emerging and established leaders, focused on building confidence, communication, people leadership and the skills needed to lead effectively through growth and change. |
| **Career & Performance Coaching** | Individual coaching that helps people navigate career transitions, step into new roles, overcome challenges and create clear, actionable development plans. |
| **People & Culture Consulting** | Tailored support for organisations looking to strengthen their people strategy, leadership capability, team effectiveness and employee experience end to end. |






# Coaching in an Age of AI & Ambiguity

As AI reshapes roles, decisions move faster and change is constant, coaching gives employers a reliable way to keep their people thinking clearly and leading well.

## Clarity & Confidence in Uncertainty

A dedicated space to assess skills, strengths and options, so decisions get made with confidence rather than guesswork when the path ahead isn't fixed.

## Sharper Leadership & Judgement

Structured coaching conversations build the critical thinking and decision-making leaders need when AI and automation change how work gets done and reviewed.

## Access to Networks & Perspective

Coaches bring outside perspective and connections that help people see blind spots, challenge assumptions and open doors that aren't visible from inside the business.

## Resilience Through Change

Ongoing support helps people manage the stress and uncertainty of constant change, building resilience and a positive outlook rather than change fatigue.

**THE EMPLOYER CASE**

Employers who invest in coaching see it reflected in retention, faster ramp-up through change, and leaders who are equipped to make good calls even when the information is incomplete.

Keegan Adams Recruitment acknowledges and pays respect to the Traditional Custodians and Elders of Australia, past, present and emerging. We would like to acknowledge the Gadigal people, the Traditional Custodians of the land on which we live and work.

We acknowledge that sovereignty was never ceded and that the ongoing effects of colonisation continue to impact First Nations peoples today. Keegan Adams supports the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples.

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# Thank you

Contact Saffron Stevens

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