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# Dianne Jacobs – The Talent Advisors

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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.

As a member of senior executive teams for leading organisations, she has built bench-strength and talent pipelines for sustained business capability and leadership, while achieving improved business results and change effectiveness. She actively contributed to strategy sessions; merger, joint venture and restructures from pre-transaction to post-integration; partnership committee and nomination processes; high-potential development, leadership reviews; and executive committees.

Having worked at C-suite and Partner levels, she has a real understanding of talented executives, how they think, achieve success and which actions are needed to take performance to the next level. Dianne 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 that contribute to high-performance. 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 outcomes and enhanced leadership.

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. More recently, 'Women in the Pipeline: Next Practice Actions' examines what companies can do to strengthen the talent pipeline. 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) 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 leadership. She has appeared in Harvard Business Review, Business Spectator, BRW, Company Director Journal, Boardroom Report, Management Today, Human Capital and HR Leader. She leads the LinkedIn group 'Australian Talent Connection.'

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 strategic solutions for: increasing executive impact; leadership effectiveness reviews, growing high-potential leaders; and reducing business risks by having more robust, diverse talent pipelines.

Client requests include **consulting** on talent capital strategy solutions and leader impact; **coaching** for high-performers, new leaders or senior executives; for those wanting to regain focus and those working towards their next promotion or first board role. Although specific client details are confidential, the **sectors** covered have been aviation, beverages, professional services, financial services, investment banking, legal; logistics, media, mining, private equity, government enterprise, retail and not-for-profit.