



HOW I WORK

TOUGH ON STANDARDS. TENDER ON PEOPLE.

High standards and real care go together.

SEEK FIRST TO UNDERSTAND. THEN BE UNDERSTOOD.

I listen and observe before I comment.

KNOW WHAT GOOD LOOKS LIKE. THEN DEFINE GREAT.

Leaders know the standard and what to stretch for.

CORE CAPABILITIES

Executive and senior leader coaching

Building leaders' coaching capability

Goal clarity, planning rhythms and accountability

Feedback and follow-up

Workshop and group programme facilitation

COACH THE LEADERS WHO COACH.

Leadership coach and former CEO who helps leaders develop their own people. Since 2013, has coached business owners, executives and leadership teams to set clear goals, plan the work and follow through with accountability. As CEO of a professional services firm of approximately 50 people, developed the leadership team's capability to coach, delegate and lead change while accountable for financial performance and governance reporting. Earlier Army service included physical training instruction and adapting practical learning to individuals and teams.

SELECTED PROFESSIONAL EXPERIENCE

FOUNDER AND COACH

JAN 2013 – PRESENT

Kris Mac / Leadership Uncaged

- Coach business owners, executives and leadership teams one-to-one and in groups, focused on leadership, execution and the performance of the people they lead.
- Help leaders turn strategy into clear goals, practical plans and regular reviews, then follow up on what was agreed.
- Diagnose what is getting in the way of performance and tailor coaching to each leader's context, capability and pace.
- Design and facilitate tailored group programmes and workshops for business leaders.
- Built a learning platform for an accounting firm that tailors lessons and resources to each learner's starting point.

CHIEF EXECUTIVE OFFICER

MAY 2018 – AUG 2021

McIntyre Dick and Partners, Southland

- Developed the leadership team's capability to coach, delegate and lead change in their own areas.
- Made learning, mentoring and career development part of how the firm worked, connected to business priorities.
- Led a shift towards a people-focused culture built around personal development, education and empowerment.
- Held accountability for strategy, financial performance, client relationships and governance reporting.
- Led technology and digital change to modernise operations and client service.

The coaching practice has run alongside several employed roles.

EDUCATION AND DEVELOPMENT

Certificate in First Line Management
New Zealand Defence Force

Certificate in Small Business Management
Te Wānanga o Aotearoa

DIGITAL CAPABILITY

Microsoft 365, Google Workspace, CRM systems, Notion and Canva.
Practical work with ChatGPT, Claude, AI agents, web applications and custom automations for my own business and clients.

REFEREES

Available on request.

EARLIER EXPERIENCE

BUSINESS DEVELOPMENT MANAGER

FEB 2015 – APR 2017

Malloch McClean, Invercargill

- Designed and delivered business growth projects and sales strategies for the firm and its clients, including the agricultural sector.
- Used market analysis to identify opportunities and inform strategic decisions.
- Built client relationships and supported team development through coaching, training and workshops.

SERVICES ACADEMY DIRECTOR

MAR 2010 – JUN 2013

Aurora College, Invercargill

- Designed and ran a structured academic and leadership programme for students at risk of leaving school without qualifications.
- Worked with teaching staff, school leadership and the NZ Defence Force Youth Development Unit to deliver development and outdoor training.
- Supported engagement in learning and preparation for employment or further education.

OWNER

JAN 2007 – MAR 2010

CrossFit Dunedin

- Founded and ran a coaching-led fitness business, managing sales, operations, staff, programming and community building.

ARMY SERVICE INCLUDING PHYSICAL TRAINING INSTRUCTION

New Zealand Army, Burnham

NOV 1999 – FEB 2007

- Designed and delivered practical training supporting soldiers' physical capability, resilience and operational readiness; deployed to Timor-Leste.
- Adapted adult instruction to individuals and groups and advised personnel, units and commanders on physical training.