



KATIE ISBISTER, CEC, MSW
Executive Coach



Katie is a Coaching Partner with ***Corporate Symphony International*** and business leader with over twenty five years experience in leadership, consulting and coaching in mid to large size public and private sector organizations. Katie gets first hand the demands of high performance work environments.

Katie's coaching style is deeply collaborative and she has a genuinely warm, calm, direct and encouraging presence. Her strengths as a coach are anchored in her experience and knowledge of herself. She develops relationships in which people feel seen, heard and understood and within which they can take the risks so required to live up to their "head and heart" potential.

Katie works with leaders and teams to bring out the best in themselves and their people. She specializes in challenging leaders to leverage their strengths while at the same time ensuring that they are supported in "digging deep" to identify and address internal and external barriers to development.

Katie believes that great leadership inspires and informs healthy workplace culture and drives high performance. Katie sees the world from a systemic perspective and this informs virtually all of her interactions and thinking.

Clients have the following to say about their experience of Katie as a Coach:

- "Katie has a great moral centeredness and constancy even in the face of stress and challenge. Katie always works from an ethical position and her values are beyond reproach."
- "Katie you 'get' people and have a way of addressing issues/concerns without pointing fingers and getting a resolution."

Katie's education includes a Masters Degree in Social Work from Wilfrid Laurier University as well as an Honours B.A. in Psychology from the University of Toronto. She is registered with the International Coaching Federation and designated a Certified Executive Coach (C.E.C.) by Royal Roads University. Katie was the Enterprise Director of the Employee Assistance Program and Employee Engagement Initiatives at the Bank of Montreal for 10 years. She received the highest "Employee Engagement" results two

years in a row in the Bank's Employee Survey, received the Bank's "Integrity Award" and graduated top of her cohort in the Bank's Business Analytics Program.