

Divesitas - About Us Q&A

Name

Kelly Magowan

Occupation/s

Director, Entrepreneur, Coach, Facilitator

What do people think you do?

Given my background in corporate HR, Recruitment and Career Coaching, generally people think I help find people jobs.

What do you actually do?

My career has always been spent empowering people in their careers in some capacity. Whether it was working at EY or GE in HR, or in my own recruitment and coaching business, The Clarity Group. Or through Six Figures an online job & Careers site. More recently I have been working with Melbourne Business School coaching the MBA, Executive MBA, Senior Executive MBA and Alumni.

People are right in what they think I do, in terms of the last step – helping people find jobs that offer them a greater sense of purpose and satisfaction. What people don't know, is that to help others get a sense of clarity of who they truly are and what they really want to be doing takes time. It is a process.

I work with clients using various self- reflection and coaching techniques and tools, to bring about a greater sense of self awareness. Helping clients articulate who they are and where they can and want to add value in the world of work. Be it advancing into a leadership role, taking a sideways step or making a complete career change.

My clients are diverse in age, gender, culture and profession. Regardless, they all experience different challenges in both understanding and accepting who they truly are and in articulating and getting where they know they want to be. They all have their own biases and also encounter conscious and un-conscious bias along the way. As their coach, I support them through this.

More recently I have started to work with organisations around their diversity challenges, particularly in relation to pay equality and career development and advancement to see more women occupying leadership roles.

What is your best story to come from coaching?

My client was originally a trained musician. She then found like so many that in order to earn a living and to raise a family she had to pursue an alternative career path. She moved into a project management type role for many years, which she did not enjoy much. The catalyst was that she lost her job and wanted to find a career that made her satisfied.

We had a few coaching sessions, during which time she secured a contract role that turned out to be fine. During the coaching sessions we worked to get music back into her life. She joined a choir and finding this outlet made her day job more enjoyable. Eventually, she set up her own consulting business, leveraging her project management skills which she did enjoy using, just not in the environment she had been in. She also setup a music business which is her passion. This occurred over the course of 18 months. Both provide her with a good living and an opportunity to spend time with her family and live a rich and full work life.

What gave you the idea for Diversitas?

Frustration with how many people are dis-engaged and unhappy at work. The quote by Annie Dillard, "How we spend our days, is how we live our lives" makes this fact so sad.

Look at any employee engagement survey and you will see that at a minimum half the workforce is not engaged. This has massive consequences for the individuals themselves, the organisations culture and productivity and ultimately Australia's productivity (which is not particularly good).

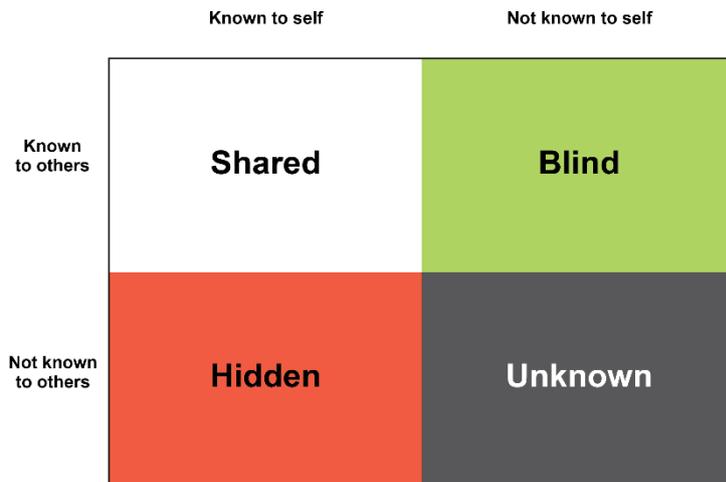
Diversitas has been created to help more individuals start to take control of managing their careers (rather than blaming the organisations) and to support organisations who are interested in getting the best out of their people. Who are prepared to work with them around career and leadership development solutions and who truly want to address the diversity issues that led to such dis-engagement.

What is your Type?

I am an ENTP and a big advocate of Type, be it MBTI or The Majors. However, I am not a big advocate of how Type training has largely been delivered by many ill-informed people, leading to a general misunderstanding of what type is and how helpful it can be to individuals be it for career development, reducing stress, working in teams or pursuing a leadership role.

The four letter type code i.e. ISTJ seems to be a pre-occupation, rather than all the rich detail that sits below this. Type is purely around preferred behaviours in each of the four dichotomies. There is no good or bad type (it is not a test). I would love to see more use of Type for organisations and individuals who are interested in Emotional Intelligence and reducing stress and bias in the workplace as it is a great tool for this with amazing results.

Borrowing from the Johari Window, can you share a bit of your 'hidden self'?



I suspect I give the illusion of being more dis-organised than I actually am. I struggle to find the right balance of having lists, agendas and so on with balancing my more impulsive, creative free self! Having 3 young children does not help with this either!

A guilty pleasure I have is English murder mysteries namely Poirot, and Agatha Christie. Occasionally I figure out who did it, however I am not particularly good at guessing who the murderer is. I don't normally share this as it is not really what most people my age enjoy!

If you could have a drink with anyone, who would it be?

I would love to have a drink with Coco Chanel. While I admire her amazing creativity and design expertise, I am more in awe of her ability to innovate and build such an impressive and financially successful business. She was revolutionary in fashion and in creating the Coco Chanel fragrance, a fairly new concept at the time. I suspect she was the creator of the first line of celebrity fragrance!

What projects are you working on?

With my colleague we are developing an online career development program for professionals and executives.

We are also looking to develop an offline and online program for a client based in India.

What is the last thing that made you happy?

We have a hobby farm that is very basic, however, my children love it. I get the greatest sense of happiness watching them run about getting dirty, creating things, and laughing without a care in the world.

Write the cover of your autobiography

The women that re-wrote the ideas we have of self, others, diversity and work