

## BIO BEC MAHONY

### DIRECTOR/ PSYCHOLOGIST/ LEAD FACILITATOR & COACH

Bec is an innovative, workplace culture practitioner with a reputation for developing leaders at all levels of business and high-performance teams. Bec is known for her strength in building leadership capability in, with a focus on what works practically in 'real life'.

She pairs more than 20 years of expertise as a psychologist, with her passion for learning and development. As a result, she delivers initiatives that truly enable robust and sustainable behaviour change on an individual, team, and organisational level.

Bec is also a Non-Executive Director and contributes to Boards in the areas of culture, leadership, strategy, mergers, psychological risk management and high-performance teams. She has deep expertise in facilitation and stakeholder engagement in charged environments, is a complex problem solver and decision maker, with advanced analytical competencies.

#### Career History

Bec began her career in the social welfare sector presenting professionally to community groups and schools regarding HIV awareness. Whilst working at the WA Aids Council she also offered services in the needle and syringe exchange, supporting drug users, and offering referral services. Following this, while studying psychology and addictions she volunteered for many years with Lifeline as a Crisis Phone Counsellor.

After completing university, she combined her passion for clinical work with her love of facilitation, when she obtained her first 'paid job' in the role of Counsellor/Educator, with the North Metro Community Drug Service Team. It was here she honed her skills clinically offering outpatient counselling services and facilitating therapeutic groups. She also delivered workshops and lectures to a range of audiences including the police, child protection, community groups, and schools, on understanding and managing people who have drug or alcohol problems.

She changed roles once again and combined her love of clinical work with learning and development, this time in the field of mental health. She provided counselling to patients, consultancy and facilitation services to general practitioners and ran workshops to educate them on the needs of patients who were suicidal or self-harming.

After her experience in mental health, Bec realised the calibre of her knowledge and thought seriously about how she could share that with a wider audience. Then came her career in consulting where she held a variety of roles across Australia and gained significant exposure to a range of industries including mining, oil and gas, health, finance, government, and not-for profits, among others.

During this time, she offered a range of services that included fitness for work assessments, workshops regarding anything about people, keynote presentations, coaching, team development, and psychometric assessments. Key clients over these years included Chevron, Downer, BHP, Rio Tinto, Worley Parsons, Australian Customs Service, Bankwest, Monash University, and the Victorian Country Fire Authority, Aged and Community Services WA, among others.

It was clear after these years the impact her work could have on safety, productivity, and performance. This became her core passion, and she practises extensively in this space today. She was employed by Downer in their Mining Division for several years and eventually headed up Learning and Development for their merged, Mining Energy and Industrial Services Division. Her work over the years included coaching, culture initiatives, capability frameworks, training delivery with a focus on leadership, plus a raft of strategic business initiatives. She worked closely with a range of key clients at that time that included Roy Hill, Fortescue Metals Group, Karara Mining, Goldfields, Stanwell, and BHP Mitsubishi Alliance, among others.

Bec founded On Sixth Business Psychology Services in 2019 and continues to offer services that support organisations to grow workplace culture, performance, and safety in a practical way. Since the opening she has established a robust list of ASX listed, government & not for profit clients including, Northern Star Resources, WesTrac Caterpillar, Mineral Resources Limited, Topdrill, Woodside Energy and Austal among others. References can be provided on request.

### **Qualifications & Registrations**

- Fully Registered Psychologist – Psychology Board of Australia (AHPRA)
- Bachelor of Psychology
- Bachelor of Science (Psychology)
- Certificate IV Human Services (Social Welfare)
- Certificate III Human Services

### **Memberships & Certifications**

- Member Society of Industrial and Organisational Psychology Australia
- Member Australian Association of Psychologists
- Member Women on Boards
- Member (Affiliate) Governance Institute of Australia (GIA)
- Member Institute of Community Directors
- Effective Director Program – GIA
- Financial Analysis for Officers and Directors – GIA
- Advanced Leadership for Community Chairs - ICDA
- Hogan Systems Accredited
- Team Management Systems Accredited
- Emotional Quotient Inventory Accredited
- DISC Profile Accredited
- MBTI Accredited
- Solution Focused Behavioural Therapy Trained
- Schema Focused Cognitive Therapy Trained
- Brief Intervention Therapy Trained
- White Card