

PJ FITZPATRICK

PROFESSIONAL BIOGRAPHY

PJ brings to clients senior leadership insights gained over 30 years business experience in the Irish public sector and almost a decade coaching at the most senior levels in large complex organisations across the public, private and NGO sector.

Executive & Board Experience

CEO, Irish Courts Service
 CEO, Eastern Regional Health Board
 Chair, Implementation Body for the Public Service Modernisation & Pay ('Croke Park') Agreement
 Interim Financial Services Ombudsman
 Non Executive Director:
 Child and Family Support Agency (Tusla)
 Northern Ireland Courts and Tribunal Service
 Health Service Executive

Resilience and Instinct

PJ's philosophy is that whilst career planning is very important, success comes with being sufficiently flexible and resilient to cope with unexpected setbacks and opportunities. He has helped many clients develop this ability. PJ also encourages clients to pay attention to their 'gut instinct', developed through all their life experiences. Over his career, including being a former CEO of two large, complex organisations and Independent Chair of the Croke Park Implementation Body, PJ has direct experience of very effectively combining 'gut instinct' and commercial acumen.

Education & Coaching Accreditation

MSc Management, Trinity College
 Dublin Certificate in Coaching,
 Henley Business School
 EBW (Emotions & Behaviours at Work) Brentfield



COACHING PHILOSOPHY

PJ's coaching philosophy is based on the belief that every client is resourceful and every coaching engagement is a partnership of equals with a joint aim of achieving sustainable long-term positive outcomes for the client. PJ did not have the opportunity to work with a coach during his executive career but would have welcomed it:

"It would have been very useful, especially in 'the lonely place' of CEO, balancing strategic planning, visioning, team building major change programme, IR negotiations and so forth. To have the space and time with someone unconnected to the organisation, especially at the beginning, would have been invaluable."

In PJ's own career the breakthrough moment came for him on his journey to senior leadership positions with:

"The realisation very early in my career that people skills, influencing and communication were key to everything I sought to do – managing people at all levels. This became even more important as my career progressed, as the more senior I became, the more I had to rely on others to implement my ideas and plans."

He believes that people management will remain the core challenge of leaders of the future, though the context may change.

"Working from home or in hubs, isolation and physical separation from teams will impact how people relate to their work and organisations, and there will be greater diversity of cultures. Motivation and communication will be more challenging in those circumstances and different to the traditional ways of managing and leading."