



**Penny Gray**  
**Coaching and Organisational Psychologist**  
**M.Org.Psych., BA/BSci (Psych) Hons., MAPS FCOP**

Penny is a Coaching and Organisational Psychologist with experience in individual coaching, workshop facilitation and organisational consulting. Penny brings an evidenced-based approach informed by the science of positive psychology, to her work in leadership development, employee engagement, and promoting mentally healthy workplaces. Combining her commercial experience with a background in behavioural science, Penny has designed and delivered strengths-based leadership programs for leaders and teams to optimise performance and wellbeing. Penny draws on a range of perspectives including appreciative inquiry, adult development, mindfulness and cognitive behavioural approaches. Penny provides solution-focused coaching to support clients to clarify their values and take action to achieve meaningful goals to enhance their leadership impact, embed change, and flourish across their personal and work lives.

For more than 20 years, Penny has successfully delivered services as an external consultant to a range of commercial and government organisations, and held positions within the internal People & Culture functions of large organisations. Her experience spans a range of sectors including healthcare, government, financial services, consumer goods distribution, and higher education.

Penny is engaged as a Senior Associate with The Positivity Institute, working on applied positive psychology and evidence-based coaching engagements. Penny has used various psychometric instruments to support coaching engagements, including 360 feedback tools, and is accredited in Saville Wave Professional Styles, Gallup CliftonStrengths, and Global Leadership Wellbeing Survey (GLWS).