

Derek Kosbab

PhD Professional Education and Training
Master of Professional Education and Training
Master of Arts (Australian Studies)
Graduate Diploma (Psychological Science)
Diploma Business Management RMIT
Bachelor of Arts (with Honours) (Social Sciences, Sociology)
Certificate IV in Retail Management
Certificate IV in Training and Assessment
Certified Training and Development Practitioner–AITD



I am now enjoying my fifty-third year of fulltime employment: thirty years of which were as company director/manager of my own businesses. My last thirteen years have been in the not-for-profit sector delivering state and commonwealth funded employment and training programs.

During my years in the not-for-profit sector I have been able to successfully implement psychological perspectives to assist clients towards their planned futures; and, have conducted research to determine the effectiveness of goal-setting and goal-getting as an approach to developing maturity and employability skills. Additionally, I have implemented a business-oriented approach to the acquisition of funding and delivery of community-based employment and training programs. As a consequence of this approach since 1999 WorkForce Plus now has: an effective committee of management; a large team of qualified and experienced professionals committed to assisting clients to improve their employment opportunities; and, business at WorkForce Plus has grown from one site and \$700,000 to seven sites and \$3.5 million income per annum.

My tripartite focus in business is to: a) be client-oriented to the extent that WorkForce Plus staff always deliver more to clients than funding body performance agreements require; b) focus towards surplus creation from funding delivery dollars so that income derived from investments can be utilised to fund community projects for which no government funding is available; and, build and maintain a happy and professional team of employees.

WorkForce Plus staff, including myself, provide ongoing telephone and email mentoring to all vocational clients during and following their time at WorkForce Plus; and, as a consequence of mentoring activities, mentors and mentees have derived great benefit and satisfaction. For this reason, I am looking forward to the opportunity to coach ACE providers knowing that it will be beneficial for the coachee and for me as their coach. As a coach I will provide weekly telephone sessions supported by unlimited email contact. My coaching focus will be based on the theories and strategies of positive psychology. There will be an emphasis towards the identification and utilisation of the coachee's strengths in setting goals and taking action to effectively and efficiently address ACE workplace issues.