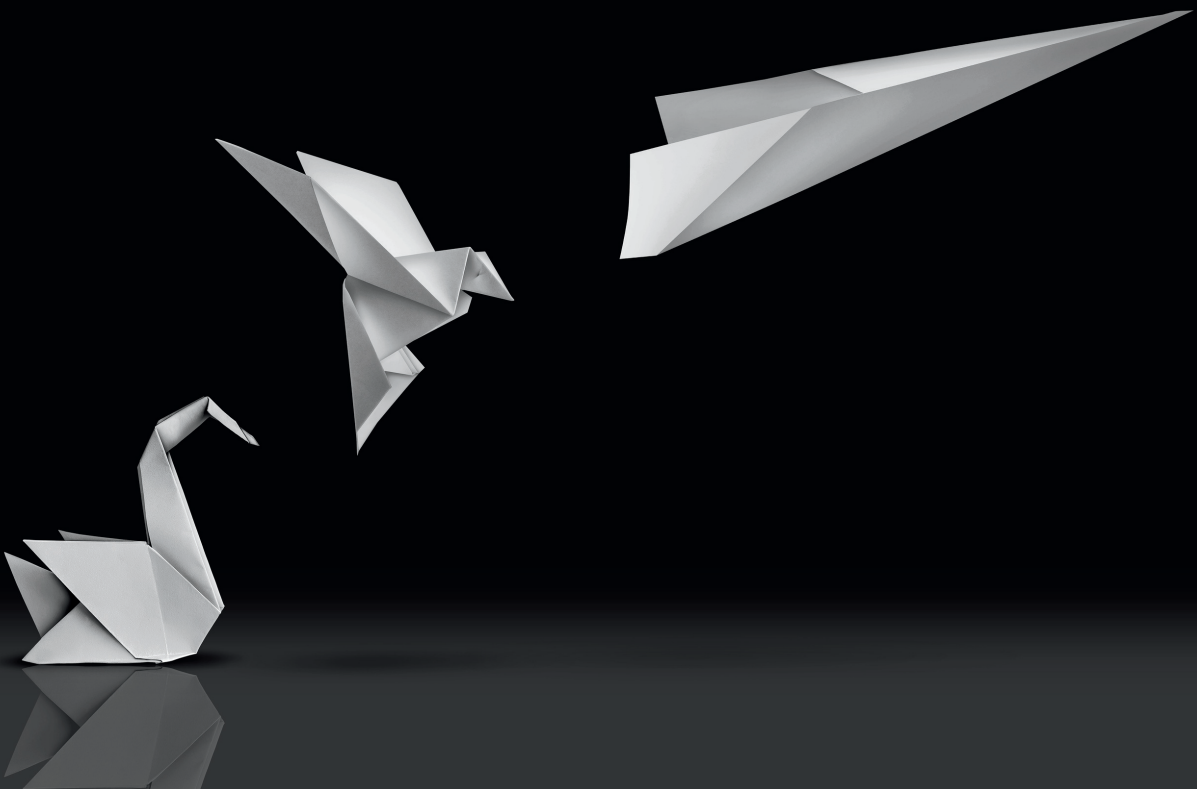


**Nathalie
Heynderickx**

IMPACTFUL CIO PROGRAM



**Lead with More Confidence, Influence
and Impact in the Next 90 Days**

**FEEL MORE AUTHENTIC, ASSERTIVE AND EFFECTIVE
IN YOUR ROLE AS CIO**

Are you an aspiring or experienced CIO, CTO, Head of Technology, Head of Digital, Head of Data, Head of AI or General Manager of Technology and struggling with:

- Spending too much time firefighting or not enough time thinking strategically.
- Feeling like your voice is not being heard at the executive table.
- Struggling to keep up with the endless demands ever increasing performance expectations.
- Concerned about your ability to sustain energy, relevance, and impact over time.
- Fear of burnout or disengagement — both personally and within your team.

In the age of AI, the technical challenges are significant, but the human ones are decisive. Research from Gartner, Deloitte and the World Economic Forum consistently shows that empathy, trust and emotional intelligence are now the critical differentiators for sustainable high performance.

Prior to 2020, technology executives were already operating in a VUCA world, volatile, uncertain, complex and ambiguous. The demands of this environment created a constant pressure to perform in an 'always on' reality. The global pandemic then amplified this dramatically, placing tech leaders under relentless scrutiny to deliver new capabilities, accelerate digital transformation and achieve more with fewer resources.

In today's tech world CIOs are more under the spotlight than ever. According to the State of the CIO Survey 2025, 15% of IT leaders say they are burned out, and another 33% report experiencing some level of burnout in their current role. More than half cite talent shortages, particularly in AI, cybersecurity and data science, as a significant hurdle. At the same time, 62% believe their legacy operating models are overburdened and unable to support their organisations' future strategic objectives.

Did you know that:

- 15% of IT leaders report being burned out, and another 33 % experience some level of burnout in their role? [SOURCE: State of the CIO Survey 2025]
- 87% of organisations report a high ROI from executive coaching? [SOURCE: International Coaching Federation]
- Executive coaching can deliver 5 to 20 times the return on investment, according to McKinsey? [SOURCE: McKinsey]
- One study found a 788% ROI from coaching, driven by productivity gains and reduced turnover? [SOURCE: MetrixGlobal Study]
- The World Economic Forum projects that 44% of core job skills will change by 2030, with empathy, resilience and leadership influence among the most in-demand? [SOURCE: World Economic Forum – Future of Jobs Report 2025]

The Journey to Becoming A High Impact CIO

	Activity	Focus	% Confidence
5	Impact	Purpose	100
4	Authenticity	Influence	50
3	Presence	Assertiveness	20
2	Overwhelm	Self-Regulation	0
1	Burnout	Energy	-5

Sustainable High Performance

Underperforming

ENERGY: The first step is to restore your physical and mental energy. How consistent is your sleep routine? How often do you move your body, and does your workout leave you energised or depleted? What tools or practices do you use to give your brain regular breaks?

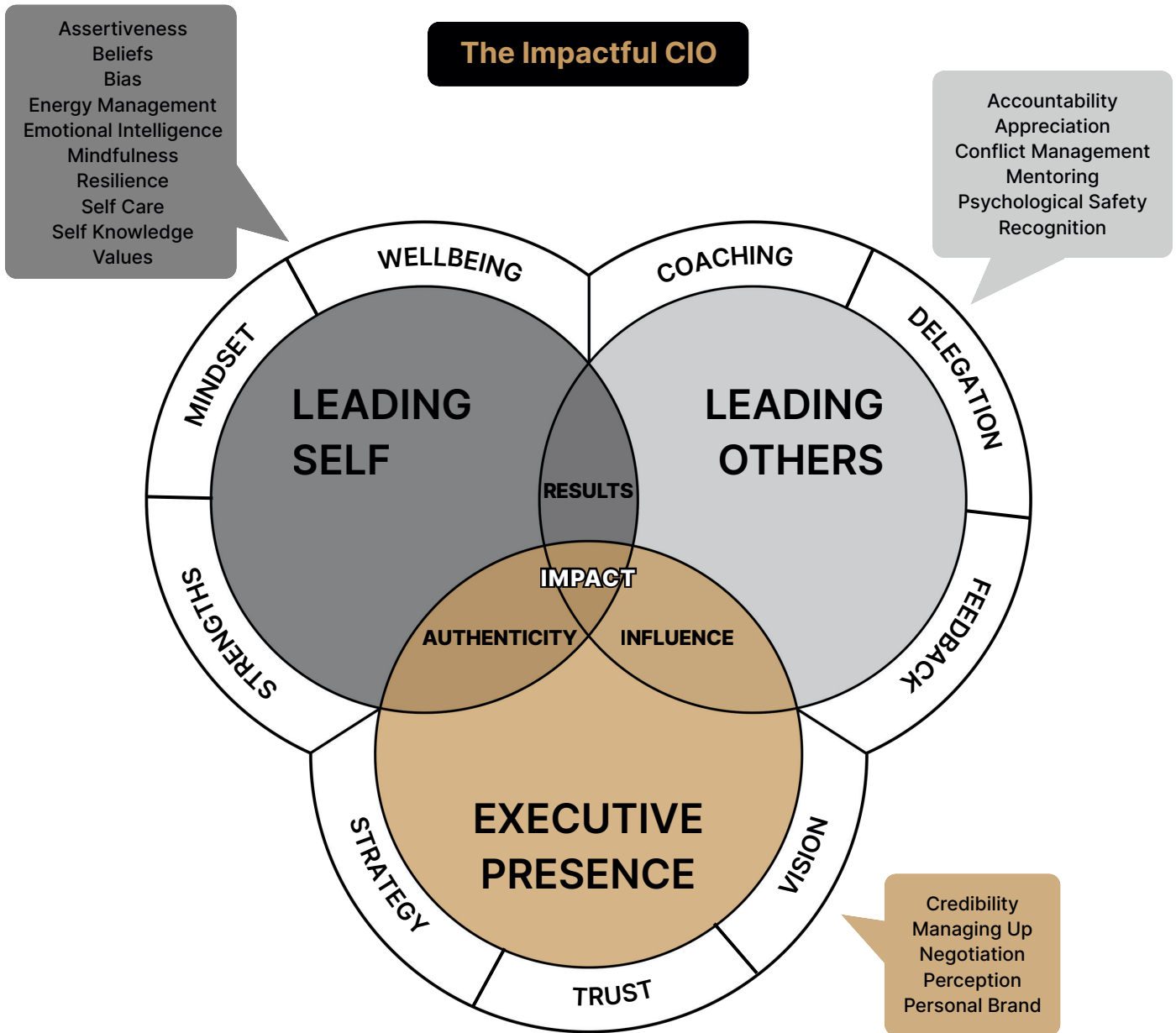
SELF-REGULATION: How effectively do you manage your emotions? Do you tend to suppress them or express them? How is your ability to self regulate shaping your relationships with your team, peers and leader? What practical techniques are in your toolbox for managing strong emotions?

ASSERTIVENESS: How confident are you in difficult conversations and negotiations? Do you sometimes avoid healthy debate, limiting innovation and creating artificial harmony? How comfortable are you in standing up for your perspective and setting clear boundaries?

INFLUENCE: What is the quality of your relationships with direct reports, peers, leaders and board members? How strong is your ability to influence in all directions? What does your personal brand say about you, and how credible are you seen within your organisation and industry?

PURPOSE: What are your top three core values, and how do they align with your vision, goals and role as a technology executive? How well does your lifestyle support those values? What is the purpose of your team, and how clearly and consistently is that purpose being lived?

It's Time To Shift From High Pressure To Sustainable High Performance



What You'll Learn:

Leading Self – Identify your core values, strengths, biases and beliefs. Practise self care to strengthen mental and emotional wellbeing. Build greater resilience and grit.

Leading Others – Adapt your communication style to improve relationships. Delegate with confidence, give and receive feedback effectively, and create psychological safety that inspires and engages your team.

Executive Presence – Build trust and credibility. Negotiate with impact. Manage upwards and elevate your personal brand.

What You'll Achieve:

Results – Achieving consistent results is the natural outcome of managing yourself well and leading others effectively.

Authenticity – Show up with confidence by knowing yourself and mindfully speaking up. Contribute meaningfully to organisational strategy and vision.

Influence – Leverage your personal brand and relationships to shape decisions that benefit both your team and the wider organisation.

The International Coaching Federation reports that 87% of organisations see a high return on investment from coaching. McKinsey estimates the ROI can range from 5 to 20 times the initial investment, and a MetrixGlobal study even documented a 788% return. This combination of rising pressure, high stakes and proven ROI is exactly why building emotional intelligence, resilience and clarity through coaching is no longer optional but essential for tech leadership to succeed.

How The Program Works

WEEK 0		SIGN AGREEMENTS AND CONTRACT DOCUMENTS	CALENDAR INVITES SENT		
MODULE 1 LEADING SELF	W1	STRATEGY SESSION	GOAL STATEMENT SIGNED	ASSESSMENT TOOL SELECTED	RATERS NOMINATED
	W2	ASSESSMENT KICK-OFF	PLAYBOOK AND ONLINE ACCESS	C1	
	W3	REFLECTIVE PRACTICE	C2	MODULE 1 SELF PACED	
	W4	REFLECTIVE PRACTICE	C3	MODULE 1 SELF PACED	
MODULE 2 LEADING OTHERS	W5	REFLECTIVE PRACTICE	ASSESSMENT DEBRIEF SESSION		
	W6	REFLECTIVE PRACTICE	C4	MODULE 2 SELF PACED	MID PROGRAM CHECK-IN
	W7	REFLECTIVE PRACTICE	C5	MODULE 2 SELF PACED	
	W8	REFLECTIVE PRACTICE	C6	MODULE 2 SELF PACED	
MODULE 3 EXECUTIVE PRESENCE	W9	REFLECTIVE PRACTICE	C7	MODULE 3 SELF PACED	
	W10	REFLECTIVE PRACTICE	C8	MODULE 3 SELF PACED	
	W11	REFLECTIVE PRACTICE	C9	MODULE 3 SELF PACED	
	W6	KEY LEARNINGS	CLOSING SESSION	NEXT STEPS	FINAL RECOMMENDATIONS

LEGEND

- Documents/Decisions
- Reflective Practice
- Coaching Sessions
- Online Modules
- Wrap Up

Testimonials

Joris Dries

– CTO & Co-founder at Resonate CX

"I had the opportunity to work with Nathalie in her capacity of executive coach, one on one. It was a really great experience where she provided clear guidance and challenged me on several levels. She provides a safe environment, a level of external accountability that is felt, but not oppressive. Nathalie introduced me to the practical application of mindfulness in my day-to-day work, which has since become another tool in my toolbox to deal with the pressures of my position. Her straightforward and effective coaching style is something I genuinely appreciate. I highly recommend Nathalie to anyone looking to enhance their professional approach, she combines frameworks with her extensive experience to deliver a tailored experience!"



David Cooper

– Chief Information Officer at Ligeti Partners

"I'm thrilled to recommend Nathalie, an exceptional executive coach. Her dedication, expertise, and unwavering commitment make her an invaluable asset in executive coaching. Nathalie establishes trust and collaboration, creating a safe space for clients to share challenges and aspirations. Her deep understanding of leadership development helps executives gain new perspectives and develop innovative solutions. Nathalie's support and challenge approach enables clients to reach their full potential. She excels in group workshops, fostering collaboration, and creating unity. Nathalie's commitment to ongoing learning ensures cutting-edge insights and strategies. I highly recommend Nathalie as an executive coach for personal and professional growth. Connect with her to unlock your full potential and thrive in your career"



Raul Alberto Caceres

– Executive Director of Operations at Canteen Australia | CIO50 2021-2022-2023

"I had the pleasure of working with Nath as my executive coach for three months. I was searching for an executive coach who could understand the unique challenges I faced as a tech leader in the non-profit sector, and I found Nath to be the perfect fit. Her approach, using the mindful leadership framework, was particularly effective in helping us achieve all the goals we set during our time together. Nath's insights and provision of various tools and resources for guidance and direction were also invaluable. Despite the short duration of our coaching relationship, I gained a wealth of knowledge and practical skills that have already positively impacted my life and career. I highly recommend Nath as an executive coach, particularly for those in the tech industry seeking to lead more mindfully and purposefully. Thank you, Nath, for your guidance and support."



Sumit Chakrapani

– **Data & Technology Sales Leader APAC, Former IBM Executive**

"I had the opportunity to work with Nathalie to go through an experiment that I always wanted to do, which was work towards meditation that could help me with managing stress at work. So we started this program called " Mindfulness at work" for 10 weeks and I can not explain how great I feel at the end of it and already looking forward to go through the next 2 phases of this program. Nat was amazing throughout the program and have even customized the program to fit my needs, which really worked for me. I will strongly recommend this program to anyone who is looking to balance the emotions at work and bring the best out of yourself. Thanks Nat and can't wait to start the next level with you in few weeks time."



Peter Orlowski

– **CIO at MEGT, former Chief Information Officer at Transdev**

"I had a pleasure to work with Nathalie on The Mindful Digital Leader project. Nathalie delivered an engaging and insightful workshop to senior Australian digital leaders based on the Mindful CIO Manifesto. Moderated session was a mix of theory and practice with many practical examples. Professionally delivered, stimulating discussion and feedback from work groups and promoting a better more balanced approach to self and team management. Nathalie is a clear thought leader in this space with superior coaching skills. Cooperation during preparation and ramp up was excellent with every detail thought through. A great learning experience."



Glenn Waterson

– **GM at AGL Energy**

"2020 was a year like no other, and my ability to lead effectively was truly tested. Not only was there a need to lead in a new way, but life was changing both personally and professionally - rapidly. I needed to consider how to find time to invest in myself, and was fortunate to reconnect with Nathalie. Coaching was not something I had considered before, however working with Nathalie has given me a renewed sense of clarity, and has been instrumental in my ability to survive the pandemic."

Nathalie was there whenever needed, and with curiosity and care was able to help me work through a number of areas of opportunity – topics from time management & communication, to understanding my values, to strategy & vision and ultimately to purpose. Nathalie shows true care in her coaching, and with a focus on action planning we were able to tease out a number of changes I could make quickly to become a better person (& leader), and some longer term habits to work on. Most importantly I recognised I was in control... I would absolutely recommend Nathalie for anyone looking for support from a coach. For those not sure about what coaching is about please reach out to Nathalie, I have no doubt you will be hooked quickly."



Ravina Kumar

– *HERE Technologies*

“Recently we at “HERE Technologies” got a session run by Nathalie on Business Communication and Languages of Appreciation @ Workplace. The aim was to enable the team to understand the different personality types based on DiSC profiling (Driver, Influencer, Steady, Compliant) and how we can complement each other by understanding the differences and similarities.



We learned the strategies to improve interaction with others, for a better team work and collaboration, and also reiterated on the Do’s and Dont’s of different styles, for an effective and successful communication. What can be the Languages of Appreciation @ Workplace to have better respect and collaborations within the teams.

Nat lead the entire session in an very engaged and hands-on approach with the team. Overall an impressive and collaborative session to understand the power of communication and personalities. Her ways of delivering the contents with the passion to get the defined goals met is remarkable and competent.

Moving ahead, in future we are planning to have more sessions and engagements with her to further enable the essence of business goals and individual development.

Thanks Nat for the great work and efforts, the whole team appreciated it!”

FAQ's

Who do you work with?

Emerging to senior leaders in tech, interested in achieving sustainable high performance.

What is coaching?

- Coaching is a series of collaborative one-on-one learning conversations that facilitate transformation and accelerate development. It's something most successful C-suite Executives engage in to further their career, skills and development. Rather than being a teacher, advisor or expert in the counterpart's profession, the coach is an expert in the learning conversation and guides you to identify goals and aspirations, which then become the content of the coaching engagement.
- Coaching is not mentoring, it is not counselling, it is not training, it is not consulting and it is not therapy.
- Professional coaches focuses on setting goals, creating outcomes and enabling transformation.
- The International Coaching Federation (ICF) defines coaching as follows: "A partnership with clients in a thought-provoking and creative process that inspires them to maximise both their personal and professional potential."

What is executive coaching?

Executive Coaching is a powerful means of providing your mid to senior level management with personalised one-on-one development to assist in delivery on key business objectives whilst developing their leadership capability. It is designed to help facilitate professional and personal development to the point of individual growth, improved performance and fulfilment.

What are the benefits of coaching?

According to research conducted over ten years by the Institute of Executive Coaching and Leadership (IECL), coaching builds capability in the following areas:

- Self-awareness and capacity to respond to personal challenges
- Ability to have difficult conversations, manage performance and influence both up and down.
- Communication of ideas and capacity to give and receive feedback
- Team effectiveness and team building skills
- Strategic awareness and sensitivity to the business environment
- Clarified career interests direction and vision

What is a coach?

- A coach is an expert in human behaviour, is able to identify patterns, and guide you to your own conclusions through questioning.
- Great coaches have experience in your domain (whether it be tech, leadership, strategy or people management) so that they are able to relate on a certain level to your context.
- They believe that you have the answers within you and so prefer not to give you the answers, but guide you to come up with them yourself.
- A professional coach will challenge you and help you stretch your thinking, once a trusting relationship has been established. They will hold space to enable reflection and insights. The coach will also encourage you to take action, serve as your accountability buddy and celebrate your wins with you.
- As per the International Coaching Federation (ICF) code of ethics a professional coach will maintain strict confidentiality and a non-judgmental attitude at all times.

You might benefit from hiring a coach if you:

- Want to become a better leader
- Are seeking a promotion or career change
- Have received constructive feedback and need help addressing
- Upon reflection you know you have not realised your full potential
- Need an accountability buddy
- Are conscious you have blindspots and keen to uncover them
- Are in a crossroad and feel the need to press pause to re-evaluate things
- Would like to carve time for reflection
- Want to be challenged by a human behaviour expert who is neutral and has your best interests, not a friend or partner

Are you ready for coaching?

In order to be coachable, you need to be open-minded, curious, keen to explore, be challenged, interested in grow as a human and as a professional. You also need to be ready to take action and have some level of courage. Most professionals would benefit from coaching of some kind – facing into areas of growth enables you to become a stronger, more respected leader.

What is my coaching style?

- My approach is practical but holistic, and I tap into my diverse background and experience when coaching. I am highly supportive, focused and action oriented.
- My clients described me as a warm, intuitive, sincere and a deeply passionate coach who cares about your outcomes.

What is my coaching approach?

- I combine adult learning frameworks with positive psychology and neuroscience.
- All my programs are tailored to meet the specific needs of my clients.

FACILITATOR PROFILE



About Nathalie

Nathalie Heynderickx is an executive coach, facilitator and founder of The Mindful CIO Community. A former technology executive, she helps CIOs and senior leaders expand their influence, sustain high performance and lead with clarity in the face of constant change.

She has worked globally with IBM, Accenture, EY and AGL Energy, and has delivered leadership programs for organisations including HP, ASIC, BP, Bendigo Bank, Air Services, Peugeot and Mars Petcare.

Nathalie is the host of The Mindful CIO Podcast and co-host of the Mindful AI Podcast, which has attracted more than 4000 followers on YouTube and features global voices on ethical and responsible AI. Her thought leadership is widely published, with articles featured in CIO Magazine, the AIIA Connector Magazine and Cyber Australia Magazine, alongside more than 60 pieces on leadership, emotional intelligence and responsible technology.

Her clients describe her as warm, insightful and practical.

Qualifications

Nathalie is an Organisational Coach accredited by IECL and holds certifications across leading leadership diagnostics, including Genos Emotional Intelligence, Everything DISC by Integro | Wiley, and Human Synergistics' Life Styles Inventory (LSI) and Group Styles Inventory (GSI). She is also a Certified Change Management Practitioner with Change First and a Holistic Lifestyle Coach through the Chek Institute. With more than 15 years of mindfulness meditation practice, Nathalie has completed multiple 10-day silent retreats across Europe, Asia and the Americas, bringing a unique depth of presence and resilience to her coaching.



Accredited practitioner
LSI GSI HUMAN SYNERGISTICS



Steps from here:

1. Decide which program you'd prefer if you would like to go ahead.
2. Let me know dates you have in mind.
3. Confirmation will be sent with final terms and conditions along with deposit for 50% to hold the date.
4. Program runs and final invoice sent once the strategy session is delivered.

If you have any questions please don't hesitate to contact me on 0406 079 486 or email nathalie@nathalie-heynderickx.com

Yours Sincerely

Nathalie Heynderickx



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