



Qualifications

Diploma in **Developmental Coaching** (Vertical Development Institute), Certified Leadership Coach with **The Leadership Circle™**, Graduate Certificate in Organisational **Change Management** (AGSM), Graduate Diploma in **Human Resources Management** (RMIT), Bachelor of **Education** (Melb Uni), **Leadership, Culture, and Values Consultant** (Barrett Values Centre), **Certified Grief Educator** (David Kessler), **Grief First Aider** (Grief First Aid), **Acceptance & Commitment Training** (ACT), Inner Relationship **Focusing** (Level 4) (Focussing Australia), GLWS – Global Leadership **Wellbeing** Survey GLWS, Diploma Transpersonal Art Therapy (Ikön), and Integrative Method of Yoga Nidra **Meditation** Teacher (Amrit Institute, USA), End of Life Doula (Preparing the Way) and **The Flow Game Experience Host**.

NICOLA VAGUE — LEADERSHIP COACH, TRANSITION GUIDE

Nicola is driven by a profound curiosity about people and how they make sense of the world around them. She believes the journey toward great leadership begins with a deep understanding of oneself, and that every individual possesses the innate resources and wisdom needed to navigate life's challenges and grow.

Her coaching creates a nurturing, deeply held space where clients can explore their perspectives and surface limiting beliefs. Through insightful questioning and guidance to access somatic (body) awareness, she helps people challenge assumptions, unlock new possibilities, and take meaningful action toward what matters most to them. With a Diploma in Developmental Coaching from the Vertical Development Institute, Nicola supports more than the addition of new skills and knowledge. Her work invites a more profound shift in how a leader thinks about and sees the world, not just what they know — expanding the capacity to meet complexity and uncertainty.

With a career spanning more than three decades, Nicola has worked with senior leaders in large organisations across both the private and public sectors, with a focus on organisational development and change. Over time she became a student of leadership, and in 2014 founded Evolving Leaders with the purpose of evolving the consciousness of leaders to make the world a better place. From 2026, that purpose has taken a new turn: toward guiding transitions — for people, organisations and a changing world.

This evolution grew from Nicola's own experience. Alongside decades of guiding organisations through change, she has navigated profound personal transition including the loss of her husband to a terminal illness. In moving toward her own grief, she trained as a grief educator and end of life doula and emerged with a clearer mission: to guide people through the transition's life demands of us, and to help create a more grief-literate world. Today she works one-to-one with leaders and individuals navigating transition, and partners with organisations to support their people and build the capability to be with loss and change.

Nicola's clients are nationally and internationally based executives, senior leaders and individuals who recognise the need for change in their personal or professional lives and are motivated to deepen their self-awareness, cultivate authenticity, and lead and live more fully.

Supported by extensive professional qualifications and experience in leadership, wellbeing and change, Nicola incorporates formal leadership assessments, including [The Leadership Circle Profile](#), where required to facilitate transformative growth journeys for her clients.

Beyond her professional life, Nicola is deeply committed to her own ongoing journey of self-discovery, drawing inspiration from the arts, meditation and mindfulness. As a mother of three remarkable young women, she understands the importance of balance and nourishment, and finds solace in theatre, literature and music, in her garden and in the outdoors.

Visit www.evolvingleaders.com.au to find out more or [Let's Talk](#).

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