



# Sarah Kruger

## Coach

### INTRODUCTION TO SARAH

Sarah is an accomplished executive and board advisor with more than 30 years' experience across consulting, people and culture, and organisational leadership. With a foundation in finance, she integrates commercial insight with deep expertise in human capital to lead transformation, strengthen governance, and advance leadership capability across diverse sectors.

As Chief Human Resources Officer for Accenture Australia and New Zealand, Sarah was a member of the Executive Team, overseeing more than 7,500 employees during a period of significant growth and change. Her experience extends across financial services, government, agriculture, technology, and sport.

Beyond her executive career, Sarah is an active Beef and Lamb Producer and a strong advocate for community and women's leadership. Sarah holds the following governance and coaching roles:

- Board member of the Rural Assistance Authority NSW;
- ACT Chapter Chair for Chief Executive Women;
- Minerva Network mentor; and
- President of Radford Rowing.

### CAREER HISTORY

Sarah provides independent advisory support to major Australian and global organisations across banking, energy and government sectors. She guides complex transformation initiatives focused on non-financial risk, people and culture, and workforce design. Her work spans risk governance and leadership alignment, strategic workforce and succession planning, operating model design and AI integration, ensuring transformation outcomes are practical, compliant, and aligned with business strategy and regulatory expectations.

Sarah has held senior leadership roles spanning transformation, people and culture, and organisational change across a range of industries, including financial services, government, and energy. She has led complex business transformations, overseen large workforces, and driven strategic programs focused on capability uplift, risk culture, and leadership effectiveness. Her earlier career included leading teams in regulatory policy, governance, and financial management, shaping frameworks that strengthened compliance, accountability, and organisational performance.

### QUALIFICATIONS

- Company Directors Course - AICD
- Graduate Certificate in Business Management - University of Southern Queensland.
- Bachelor Business (Accounting) – Charles Sturt University.

### SPECIALIST EXPERTISE

- Change & Transformation Leadership
- Leadership Effectiveness
- People & Culture Operating Models
- Organisational Culture

### SECTOR SPECIALISATION

- Financial Services
- Public Sector
- Government owned Business Enterprises
- Professional Services & Technology

### FOCUS

- Executive Leadership Teams
- Complex Organisations dealing with change
- Executive integration

### WHAT I BRING AS A COACH/MENTOR

Sarah is a positive and collaborative leader who applies a practical approach to working in challenging and diverse environments. She recognises the importance of story telling in leading and influencing change.