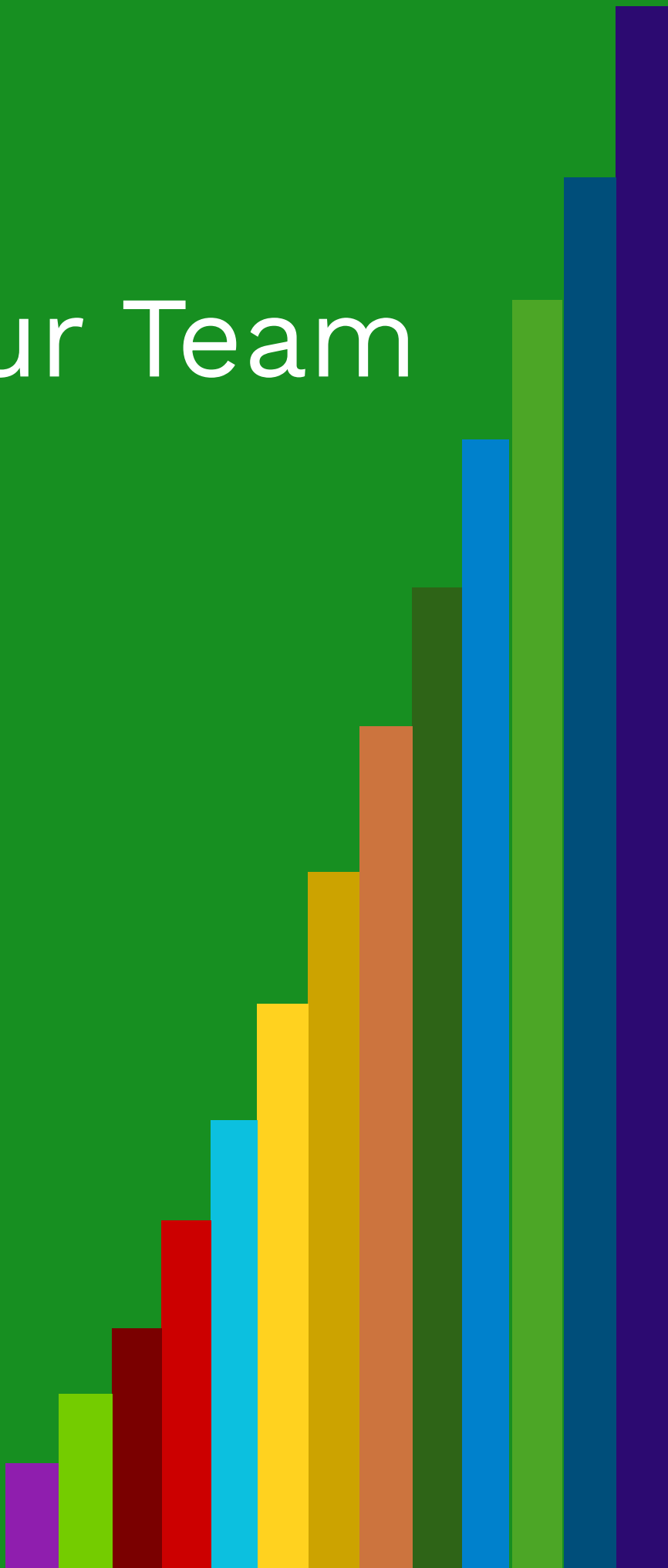




Meet Our Team





Luke Mulcahy

CO-FOUNDER / CEO
(LONDON, UK)

QUALS & ASSOCIATIONS

- General Management Certificate, Digital Disruption: Digital Transformation Strategies, Cambridge Judge Business School
- MSc Coaching Psychology (Dist) Sydney University
- BSc (Hons) in Applied Economics
- Professional Certified Coach (ICF)
- International Journal of Organizational Analysis (Published Dec 2025)
- Author: Best Self: How To Thrive In The Era Of AI (Published 2023)

Luke is the CEO and Founder of thriViae and the creator of the Periodic Table of Workplace Thriving (PTWT), a unique, evidence-based framework for understanding what enables people, teams, and organisations to thrive. With over two decades of consulting to major enterprises and guiding C-suite leaders through transformation, he brings a systems lens to human performance and wellbeing.

SUMMARY

Holding postgraduate qualifications from the University of Sydney and Cambridge Judge Business School, Luke blends evidence, creativity, and joy to design healthier, more connected workplaces where people flourish and businesses perform.

As CEO and Founder of thriViae, Luke leads a values-driven team redefining how organisations improve performance, wellbeing, and development through AI and behavioural science. Drawing on over 20 years of experience consulting to leading organisations and advising executives across Australia, the UK, and Asia, he applies a systems approach to leadership and workplace design.

EXPERIENCE

Luke's earlier career in banking, HR consulting, and coaching shaped his belief that thriving organisations are built on human connection, practical insight, and environments where creativity and purpose can coexist.

TESTIMONIALS

“Luke brings a rare blend of curiosity, systems thinking, and commercial acumen. He sees patterns others miss and has an exceptional ability to cut through complexity, turning insight into real-world impact for individuals, teams, and organisations.”

General Manager, Global Institutional Bank, UK



Dr Richard George

CO-FOUNDER / CTO
(SYDNEY, AUSTRALIA)

QUALS & ASSOCIATIONS

- PhD in Bioinformatics, University College London (UCL)
- MBA (Strategy), AGSM @ UNSW Business School
- BSc (Hons) in Molecular Biology, University College London (UCL)

PASSIONS

Running, Art & Theatre
Quality time with friends & family

Dr Richard George is a scientist, strategist, and technologist with over two decades of experience spanning bioinformatics, data science, and AI innovation. As Co-Founder and CTO of thriViae, he applies ethical AI to decode the complex dynamics of workplace performance and wellbeing.

SUMMARY

Richard's work blends behavioural science, predictive analytics, and systems design to help organisations thrive in the era of intelligent work. With a PhD from UCL and an MBA from AGSM, Richard bridges deep technical expertise with strategic vision to create human-centred AI solutions.

Before co-founding thriViae, Richard was VP of AI & Data Science at Pearson and Chief Data Scientist at Faethm, where he built predictive models now used by governments and global enterprises to navigate the future of work.

EXPERIENCE

Richard served as a Senior Deputy Council Member on the World Economic Forum's Global AI Council and held leadership roles in analytics, strategy, and bioinformatics across Woolworths, Hackett Group, and Victor Chang Cardiac Research Institute. His career is defined by a commitment to turning complex data into practical, responsible innovation that improves human and organisational outcomes.

TESTIMONIALS

“Richard combines practical, technical and commercial skills to create world-class and bespoke customer solutions.”

Founder, Faethm (sold to Pearson).



Leigh Campbell-Wan

SNR ASSOCIATE
(GLASGOW, SCOTLAND)

QUALS & ASSOCIATIONS

- MSc Psychological Science (Dist), University of Glasgow
- BSc Human Anatomy (specialising in Neuroscience), University of Glasgow
- Member, British Psychological Society (BPS). Division of Coaching

PASSIONS

Running, snowboarding & singing
Quality time with family & friends

Leigh brings extensive experience at the intersection of psychology, neuroscience, and performance coaching. With a background in pharmaceutical research on stress and mood disorders, Leigh combines scientific precision with a human approach to help leaders, founders, and teams perform at their best. Through her company,

SUMMARY

Leigh delivers evidence-based programmes on resilience, psychological safety, and flow for creativity and performance. A member of the British Psychological Society's Division of Coaching, Leigh is dedicated to making brain science practical, relatable, and results-driven.

Leigh is a science-led coach with an MSc in Psychological Science and a BSc in Human Anatomy specialising in Neuroscience.

Currently completing certification as a Professional Neuroplastician, she blends coaching, psychology, and applied neuroscience to build mental fitness, adaptability, and sustainable performance in ambitious organisations and SMEs.

Drawing on her research background and passion for wellbeing, Leigh helps leaders and teams strengthen focus, adaptability, and creativity.

EXPERIENCE

TESTIMONIALS

“Leigh’s training was insightful, engaging, and transformative, driving lasting improvements in self-awareness, communication, and team morale.”

Head of People and Culture, Scotland



Clive Leach

SNR ASSOCIATE
(WORTHING, UK)

QUALS & ASSOCIATIONS

- Master of Organisational Coaching (Merit), University of Sydney
- Bachelor of Arts (Hons), Creative Arts, Northumbria University
- Postgraduate Certificate in Education, University of London, Institute of Education
- Certificate in Life Coaching, Newcastle College
- Cappfinity, Hogan, HBDI Accredited Practitioner

Clive is an international organisational, executive, leadership and career coach working extensively within the Corporate & Public sectors.

Drawing on Positive Psychology and Coaching Psychology; Clive applies coaching interventions to enhance individual and team engagement, leadership, performance, psychological capital and well-being. He is regularly told he brings great energy; he is good to work with and that he makes a positive difference.

SUMMARY

Clive Leach is an internationally recognised executive and organisational coach with over 7,000 coaching hours across the corporate, education, and public sectors Clive partners with leaders worldwide to strengthen resilience, wellbeing, and performance through evidence-based coaching and positive leadership programs.

EXPERIENCE

A regular speaker at international conferences and contributor to peer-reviewed journals and books (Routledge, Sage, Palgrave), Clive combines academic rigour with real-world insight, helping leaders and teams create thriving, high-performing environments across global organisations and education systems.

TESTIMONIALS

“Clive supported me through a complex leadership assignment at Barclays Lithuania. His insight and empathy helped me turn vulnerabilities into strengths while staying focused on key goals. Highly recommended.”

Country Head, Global Retail Bank, UK



Steve Weston

SNR ASSOCIATE
(FLORENCE, ITALY)

QUALS & ASSOCIATIONS

- MBA, Queensland University of Technology (QUT)
- Graduate Diploma in Business Administration, People Management (QUT)
- Bachelor of Teaching, Griffith University
- Certificate, The Art and Practice of Leadership Development, Harvard Kennedy School

Steve helps organisations build healthier, more engaged and adaptive cultures that deliver results. Over 25 years, he has partnered with organisations worldwide to shift culture to match strategy, grow leadership capable of tackling routine and adaptive challenges, and facilitate major change to lift performance.

An engaging facilitator, Steve blends seriousness with levity, maintaining discipline while reducing defensiveness and accelerating learning. As a trusted adviser to CEOs, executives and their teams, Steve enables organisations facing significant cultural shifts to meet demanding performance challenges - fast.

SUMMARY

With over two decades in leadership, culture, and business transformation, Steve has partnered with organisations across Europe, Australia, and Asia to build high-performing, values-aligned workplaces.

As Senior Associate, Steve helps leaders translate strategy into culture through evidence-based development, facilitation, and coaching. Steve's work spans sectors from finance to energy, with a consistent focus on unlocking performance by strengthening trust, capability, and collaboration at every level of the organisation.

EXPERIENCE

TESTIMONIALS

“Steve gained the trust of local teams, creating space for honest conversations about current performance and opportunities to improve.”

Head of Organisational Development, Australia



James Stephenson

SNR ASSOCIATE
(LONDON, UK)

QUALS & ASSOCIATIONS

- MEng (Hons) University of Newcastle, UK
- Accredited Coach IAPC&M
- Master Practitioner - PathShift Pro Career Transition.

James is an executive coach and career strategist who helps leaders build confidence, navigate transitions and make high-stakes decisions with clarity. Drawing on accredited coaching expertise and 25+ years in executive search, he brings rare insight into how leaders are evaluated, hired and developed.

Known for his calm, empathic style and incisive questioning, he supports clients to overcome self-doubt, improve resilience and strengthen personal impact. His approach blends mindset development with practical, evidence-informed strategies to create meaningful and sustained career and leadership growth.

SUMMARY

James has over two decades' experience advising boards, founders and senior executives across Financial Services, Consulting and high-growth sectors. His background as a Director and Executive Search leader spans leadership assessment, succession planning, team builds and senior appointments, giving him deep insight into organisational dynamics and performance expectations.

He has coached talent from emerging leaders to C-suite through complex transitions, interviews and leadership challenges. Combining commercial judgment with compassionate coaching, he equips clients with the confidence, clarity and practical tools needed to excel in demanding, fast-changing environments.

EXPERIENCE

TESTIMONIALS

“James has a unique ability to support leaders and teams to perform at their best, particularly for those facing rapid workplace change and those in career transition”

Head of Operational Risk, London



Gemma Saunders

SNR ASSOCIATE
(MELBOURNE, AUSTRALIA)

QUALS & ASSOCIATIONS

- Australian Institute of Company Directors (GAICD)
- Diploma of Management, Swinburne University
- Professional Service Award Winner, Wyndham Business Awards 2025
- HCD Magazine's HR Hot List
- Australian LGBTI Awards Nominee, Role Model of the Year & Diversity Champion Categories

SUMMARY

Gemma brings deep expertise in workplace culture, leadership, change management, diversity, equity & inclusive strategy. A former senior executive at an ASX-listed business and having worked with over 50 global and purpose-led organisations over the past 5 years, Gemma works at the intersection of strategy and execution. She partners closely with leaders to design practical, human-centred solutions that strengthen capability, embed values, and deliver measurable outcomes. Known for her clarity, curiosity and credibility, Gemma helps organisations move from intent to impact.

Gemma has two decades of experience advising boards, executives and senior leaders across technology, healthcare, professional services, and social impact sectors. Her work spans organisational design, leadership capability, DEI strategy, change management and operational delivery.

EXPERIENCE

As an Associate at thriViae, Gemma acts as an embedded partner by quickly understanding context, culture and constraints to co-design solutions that stick. She is valued for translating complex challenges into clear actions that leaders and teams can confidently own.

TESTIMONIALS

“Gemma has the ability to bring her broad expertise to any piece of work that she is undertaking with any organisation with humour, candour and hard work that will result in a high calibre result”

Head of People and Culture, Sydney



Dr Amrita Sen Mukherjee

SNR ASSOCIATE
(LONDON, UK)

QUALS & ASSOCIATIONS

- MBBS Medical Doctor
- MRCP Member of Royal College of GPs (Fellow elect)
- MACadMED Member of Academy of Medical Educators
- Fellow RCGP, Nationally Elected Council Member
- MSc (Dist) Applied Positive Psychology and Coaching Psychology
- GMBPsS Member of British Psychological Society

Amrita is a leading voice in posttraumatic growth, positive psychology, and evidence-based wellbeing. A TEDx speaker, published researcher, and Portfolio GP, she brings clinical credibility together with a warm, human approach.

Through Your Wellbeing Doctor, she delivers transformative programmes on resilience, psychological safety, and sustainable high performance. Her work has been recognised with national awards and appearances on BBC News, reflecting her commitment to helping people harness adversity as a catalyst for growth and flourishing.

SUMMARY

Amrita's expertise spans academic research, coaching, DEI advocacy, and high-impact speaking. Her peer-reviewed work on posttraumatic growth informs her workshops and keynotes, delivered to organisations including the GMC, RCGP, NHS, and international conferences.

EXPERIENCE

A former Co-Chair of the Disabled Doctors Network, she champions inclusive cultures and supports leaders and teams to thrive. Known for her relatable style and evidence-driven insights, Amrita helps organisations unlock wellbeing, performance, and meaningful, sustained change.

TESTIMONIALS

Amrita combined compelling storytelling with practical advice, helping our global teams build trust, feel heard, and strengthen psychological safety and belonging.

Global Engagement Manager, UK



Annelise Pesa

SNR ASSOCIATE
(LONDON, UK)

QUALS & ASSOCIATIONS

- Magna Cum Laude Law Degree
- LL.M. in Banking and Finance Law
- Master in Business Coaching, Meyler Campbell, Trauma Informed Coaching
- Author: Unlock Your hidden Potential

PASSIONS

Lifestyle biohacking, strength training, sprinting, professional volleyball

Annelise is a PCC-ICF Executive and Team Coach specialising in wellbeing and performance acceleration for senior leaders in global financial and legal corporations. A former Head of Legal at Morgan Stanley, she draws on positive psychology and strengths-based methodologies to help high-achieving professionals break through barriers and achieve meaningful results.

SUMMARY

With a law degree magna cum laude from Sapienza University of Rome and an LL.M. from the University of London, she combines deep professional expertise with evidence-based coaching to unlock potential in high-pressure environments.

As a seasoned Executive and Team Coach, Annelise helps high-achievers move beyond traditional success to attain deeper personal and professional fulfilment. Her early career in international finance within high-stakes global environments shaped her core belief: that extraordinary, sustainable performance emerges not from pressure alone but from unlocking unique strengths, building psychological resilience, and aligning work with purpose. Her transition from top-tier legal executive to master-certified coach now fuels her mission to support leaders and teams to not only excel, but genuinely thrive.

EXPERIENCE

TESTIMONIALS

Annelise's blend of humanity and strategic focus helped me build confidence and navigate major international transitions with ease.

International Finance Lawyer, Italy



Dr Sean O'Connor

SNR ASSOCIATE
(SYDNEY, AUSTRALIA)

QUALS & ASSOCIATIONS

- PhD in Coaching Psychology – University of Sydney
- Harnish Scholar – Harvard Institute of Coaching
- Scientific Research Advisory Committee – Harvard Institute of Coaching
- Member – International Positive Psychology Association

PASSIONS

Music. Food. Family. Travel.
Snowboarding.

Dr Sean O'Connor is a scientist-practitioner and thought leader in leadership development, executive coaching, wellbeing, and systemic organisational change. As Associate Professor and Director of the Coaching Psychology Unit at the University of Sydney, he delivered cutting-edge education to thousands of coaches.

A Harnisch Scholar at Harvard's Institute of Coaching, he has shaped the global evidence base for coaching psychology. As Founder of Mind Sight Coaching, Sean partners with diverse industries to apply systemic, evidence-based approaches that help individuals and organisations thrive.

SUMMARY

With over 25 years' experience in leadership development, Sean has coached senior leaders and teams across finance, health, law, tech, and government. His doctoral research introduced the 'coaching ripple effect', showing how leadership coaching influences organisational wellbeing.

As Director of the Coaching Psychology Unit, he trained thousands in evidence-based coaching and leadership. Through Mindsight Coaching, he delivers large-scale change and development programs globally. Earlier in his career, he held senior roles in telecommunications and government. Sean regularly keynotes and advises on wellbeing, leadership, and organisational performance.

EXPERIENCE

TESTIMONIALS

15 - 20 WORDS



Mathew Paine

SNR ASSOCIATE
(PARIS, FRANCE)

QUALS & ASSOCIATIONS

- MA Strategic Human Resource Management. ELU
- MLLR. Sydney University Law School
- CIPD, Chartered Fellow (UK)
- AHRI, Certified Fellow (Australia)
- Graduate of the Australian Institute of Company Directors

PASSIONS

Travelling, Studying French, Cooking and Creating Great Workplaces

Mathew Paine is a highly accomplished HR executive with over 20 years' experience across private, government and not-for-profit sectors in Australia, New Zealand and the U.K. As Founder and Executive Director of HR Expert, he equips leaders and HR teams with practical tools, strategic guidance and development programs.

Mathew has led major culture, leadership and organisational development initiatives internationally, earning multiple national HR awards. He also contributes governance expertise through board roles and senior advisory appointments.

SUMMARY

Mathew brings deep expertise in organisational culture, leadership development and strategic people advisory. He has delivered large-scale culture transformations, psychosocial wellbeing reviews, operating model redesigns and leadership capability frameworks for major organisations, including Hilton, Accor, Sofitel, NSW Government and ICC Sydney. His work spans talent architecture, succession planning, values embedding and enterprise-wide learning initiatives.

Mathew has also designed award-winning development programs, advised Executive Teams, and shaped People & Culture functions to support complex transformation, customer centricity and digital evolution.

EXPERIENCE

TESTIMONIALS

“An exceptional executive who combines commercial insight, human centred leadership and governance expertise to drive sustainable performance.”



Beccy Calderwood

SNR ASSOCIATE
(GLASGOW, SCOTLAND)

QUALS & ASSOCIATIONS

- BA (Hons) Marketing, Teeside University
- Diploma in Personal Performance Coaching, The Coaching Academy
- Certified LEGO Serious Play Facilitator

PASSIONS

Yoga, Cooking & Cold Water Dips

Beccy is a people and culture specialist with more than 20 years' leadership experience across creative and commercial settings. She brings deep expertise in organisational culture, leadership development, and workplace wellbeing. Her approach is human-first and systems-aware, focusing on how individuals, teams, and organisations thrive together.

SUMMARY

By blending commercial insight, creative facilitation, and coaching, Beccy helps organisations navigate change, strengthen leadership capability, and build intentional, connected, and sustainable workplace cultures.

Beccy brings over 20 years' experience spanning senior marketing leadership, people and culture roles, and executive coaching. Her career includes directing client services for global brands, leading brand and talent strategy, and founding multiple consultancy practices across culture, coaching, and development. More recently, she has worked as a Head Coach in higher education, designing industry-aligned development programmes for over 1,000 students, while advising organisations on culture, leadership, and wellbeing. This blend of commercial, educational, and advisory experience underpins her pragmatic, outcomes-focused approach to culture and performance.

EXPERIENCE

TESTIMONIALS

“Beccy did an outstanding job leading a major cultural shift at the company I chaired. She brings clarity, credibility, and practical expertise to people management, and I would strongly recommend her to any organisation navigating cultural change.”