



Major Career Roles

Director – Talent, Leadership and Inclusion, Woolworths Group Ltd

Regional Managing Director, APAC / Chief People Officer, YSC

Other Career Highlights

Regional Head, Australia & New Zealand / Global Head of Diversity and Inclusion, YSC Ltd

Carmel Pelunsky is a globally experienced strategic adviser in executive talent, leadership and succession. Having lived and worked in Johannesburg, London, Athens and Sydney, she brings a broad international lens to how organisations and leaders think about potential, performance and long-term bench strength. With a background in psychology and strategy, and experience in both consulting and in-house roles, Carmel is known for helping senior leaders and boards make high-stakes people decisions with clarity and confidence.

As Managing Director for YSC's Asia Pacific business, Carmel played a key leadership role in building YSC into the leading premium executive assessment and leadership development advisory business globally, ahead of its acquisition in 2022. She led work across multiple markets and industries, advising on CEO and C-suite succession, top team effectiveness and leadership pipelines. Most recently, as Director, Talent, Development and Inclusion for Woolworths Group, she and her team re-imagined strategic talent and leadership across the executive team, implementing new processes and development programmes that strengthened both capability and culture.

Carmel brings deep cross-sector expertise in:

- CEO and Executive talent, assessment & succession – advising boards and CEOs on key appointments, pipelines and succession strategies for critical roles.
- Leadership development & coaching – combining psychological insight, systemic thinking and practical tools to work 1:1 with senior leaders as they transition into role and focus on increasing their impact.
- Executive Team Coaching – working with executive teams to transform groups of high performing individuals into aligned effective and high performing leadership teams
- Strategic Organisational Development - redesigning talent, development and inclusion strategies and frameworks, that align leadership behaviour with business strategy.

Carmel partners closely with her clients to combine everything they know and value about their business with her independent perspective. Her systemic training, assessment expertise and coaching practice enable her to look at leaders in the context of the broader organisation, culture and strategy. Clients value the way she provides fresh insight, thoughtful challenge and practical support, helping them see patterns, test assumptions and translate intent into actionable talent and succession plans.