

# CLIENT LIST

2005  current

Client	Area of Work
AGL 2001- 2006	<ul style="list-style-type: none"> <li>• Leadership development for top 150</li> <li>• Senior executive team work</li> <li>• HR strategy development</li> <li>• Mentoring</li> </ul>
ARRB Group 2001 – current	<ul style="list-style-type: none"> <li>• Leadership programs</li> <li>• Strategic workshops</li> <li>• Organisational audits</li> <li>• Executive retreats</li> </ul>
Aurora Energy 1998 - current	<ul style="list-style-type: none"> <li>• Mentoring of senior executives</li> <li>• Extensive leadership development program involving 250 employees</li> <li>• Leadership competency framework</li> <li>• Senior executive team work</li> <li>• Board review</li> </ul>
Australian Antarctic Division 2008 – current	<ul style="list-style-type: none"> <li>• Strategic workshops</li> <li>• Executive retreats</li> <li>• Leadership workshops</li> <li>• Organisational audits</li> <li>• Values rollout</li> </ul>
Australian Red Cross Blood Service 2007 - current	<ul style="list-style-type: none"> <li>• Executive program</li> <li>• Leadership development for top 200</li> </ul>
Biota 2010 - current	<ul style="list-style-type: none"> <li>• Alignment audit</li> <li>• Executive leadership development program</li> </ul>
City of Launceston 2005	<ul style="list-style-type: none"> <li>• Aldermen leadership development</li> </ul>

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City of Melbourne 2002-2008	<ul style="list-style-type: none"> <li>• Roll-out of new values and behaviours with senior executives and all employees</li> </ul>
Department of Economic Development, Tourism and The Arts – Tasmania 2006 – current	<ul style="list-style-type: none"> <li>• Senior leadership program</li> <li>• Mentoring middle management</li> <li>• Front line leadership program and mentoring</li> <li>• Values development process involving all staff</li> </ul>
Endeavour Energy 2009 – current	<ul style="list-style-type: none"> <li>• Strategic advisors role</li> <li>• Leadership program design and facilitation</li> </ul>
ESANDA 2000 - 2007	<ul style="list-style-type: none"> <li>• Team development for the executive, fleet and HR teams</li> <li>• Executive mentoring</li> </ul>
Foundation for Young Australians 2008 - current	<ul style="list-style-type: none"> <li>• Leadership program</li> <li>• Alignment audit</li> <li>• Executive retreats</li> </ul>
20 <sup>th</sup> Century Fox Home Entertainment Australia 2002-current	<ul style="list-style-type: none"> <li>• Cultural audit</li> <li>• Leadership development</li> <li>• Executive retreats</li> <li>• Values implementation</li> <li>• Executive mentoring</li> </ul>
20 <sup>th</sup> Century Fox Home Entertainment Europe 2007 - current	<ul style="list-style-type: none"> <li>• Organisational audit</li> <li>• Leadership programs</li> <li>• Values implementation</li> </ul>
20 <sup>th</sup> Century Fox Home Entertainment Japan 2009 – current	<ul style="list-style-type: none"> <li>• Organisational audit</li> </ul>

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20 <sup>th</sup> Century Fox Home Entertainment UK 2007 - current	<ul style="list-style-type: none"> <li>• Organisational audit</li> <li>• Leadership program</li> <li>• Values implementation</li> <li>• Executive mentoring</li> </ul>
Frenchpine 2005 - 2006	<ul style="list-style-type: none"> <li>• Cultural audit</li> <li>• Leadership program</li> <li>• Cultural issues resulting from merger</li> </ul>
General Mills Australia & New Zealand 2002 – current	<ul style="list-style-type: none"> <li>• Senior management leadership development programs</li> <li>• Frontline leadership development programs</li> <li>• Executive team development</li> <li>• Mentoring</li> <li>• Change management program and implementation</li> <li>• Purpose and vision implementation</li> <li>• Design and publishing of leadership workbook used in GM programs</li> <li>• New Zealand leadership development and coaching for middle management</li> </ul>
Grey Group – MEDIACOM 2002 – 2005	<ul style="list-style-type: none"> <li>• Leadership program</li> <li>• Mentoring</li> </ul>
Heggies 2008 – current	<ul style="list-style-type: none"> <li>• Cultural blueprinting</li> <li>• Leadership competency framework</li> <li>• Organisational audit</li> </ul>
Iluka Mining 2008 – 2009	<ul style="list-style-type: none"> <li>• Executive and senior leadership development program</li> <li>• Professional staff leadership development program</li> <li>• Frontline management program</li> </ul>
Imperial Tobacco 2003 – current	<ul style="list-style-type: none"> <li>• Executive mentoring</li> <li>• Leadership programs</li> <li>• Organisational audits</li> <li>• Strategic planning</li> <li>• Executive retreats</li> </ul>
Just Group 2003 – current	<ul style="list-style-type: none"> <li>• Executive and senior leadership development programs</li> </ul>

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Manassen Foods 2006 – 2008	<ul style="list-style-type: none"> <li>• Strategy development</li> </ul>
Melbourne Water 1998 – 2007	<ul style="list-style-type: none"> <li>• Design and facilitation of Melbourne Water’s annual program of engagement, covering all its employees, team development programs in multiple divisions</li> <li>• HR and strategy advice</li> <li>• Board Work</li> </ul>
MWH Global 2006 – current	<ul style="list-style-type: none"> <li>• Global audit for preparation of senior executive at the Beckenridge conference</li> <li>• Global audit for Paris 2008 Summit of 300 global leaders</li> </ul>
MWH South Asia Pacific 2006 – current	<ul style="list-style-type: none"> <li>• Strategic planning session</li> <li>• Alignment audit for India region</li> </ul>
MWH Australia 2006 – current	<ul style="list-style-type: none"> <li>• Organisational audits</li> <li>• Strategic planning processes</li> <li>• Leadership programs</li> <li>• Leadership competency framework</li> <li>• Purpose and vision implementation</li> </ul>
MWH New Zealand 2007 – current	<ul style="list-style-type: none"> <li>• Organisational audit</li> <li>• Strategic planning processes</li> <li>• Leadership programs</li> <li>• Leadership competency framework</li> </ul>
New Zealand Blood Services 2009 – current	<ul style="list-style-type: none"> <li>• Senior management leadership development</li> <li>• Frontline leadership development</li> <li>• Executive leadership development</li> </ul>
NMIT 2006	<ul style="list-style-type: none"> <li>• Leadership program for librarians</li> </ul>
Oakton Consulting 2008 – current	<ul style="list-style-type: none"> <li>• Executive and senior management program</li> </ul>

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Programmed Group 2009 – current	<ul style="list-style-type: none"> <li>• Cultural audit</li> <li>• Senior and middle management leadership programs</li> <li>• Coaching</li> </ul>
RMIT University 2006 – current	<ul style="list-style-type: none"> <li>• Leadership development for top 90</li> <li>• Leadership development suite for 300 senior and middle management</li> <li>• Team development workshops and mentoring</li> </ul>
Rural Health Workforce of Australia 2009 – current	<ul style="list-style-type: none"> <li>• Cultural workshops</li> </ul>
Slater & Gordon Lawyers 2006 - current	<ul style="list-style-type: none"> <li>• Senior management mentoring</li> <li>• Senior and middle management leadership development programs</li> </ul>
Spotlight 1998 – 2006	<ul style="list-style-type: none"> <li>• Intervention and events programs</li> <li>• Development programs</li> </ul>
Sustainable Regional Australia 2011 - current	<ul style="list-style-type: none"> <li>• Cultural audit</li> <li>• Executive leadership development program</li> </ul>
Syngenta 2005 - 2006	<ul style="list-style-type: none"> <li>• Cultural audit</li> <li>• Leadership program</li> <li>• Development of an HR blueprint</li> </ul>
Warrnambool Cheese and Butter Factory 2001 – 2008	<ul style="list-style-type: none"> <li>• Leadership programs across 100 employees</li> <li>• Cultural audit x 3</li> <li>• Development of frontline program</li> </ul>
Water for Rivers 2008 - 2009	<ul style="list-style-type: none"> <li>• Performance development review</li> </ul>
The Wilderness Society 2002 – current	<ul style="list-style-type: none"> <li>• Leadership program</li> <li>• Strategic planning</li> <li>• Competencies and cultural blueprinting</li> </ul>



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Victorian Local Government Association 2005 – current	<ul style="list-style-type: none"> <li>• Long term leadership development programs</li> </ul>
Video Ezy 2004 - 2005	<ul style="list-style-type: none"> <li>• Strategic work with the executive team and Board</li> <li>• Cultural audit</li> <li>• Articulation of purpose and values</li> <li>• Design and roll-out nation-wide of purpose and strategy</li> </ul>
William Angliss Institute of TAFE 2007 - current	<ul style="list-style-type: none"> <li>• Leadership development programs for executive, senior and middle management staff</li> <li>• Alumni programs</li> <li>• Leadership bulletins</li> </ul>