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PROFESSIONAL PROFILE

Organisational Development • Diversity • Culture & Engagement

A Masters qualified Organisational Development professional with over 15 years' experience in Organisational Development, accompanied by strengths in Talent & Succession, Leadership & Capability Development, Culture & Engagement and Diversity & Inclusion. With a background working in senior roles across financial and insurance industries, my resourceful and practical approach helps companies transform or enhance their performance by unlocking the potential of their people and aligning organisational development initiatives to strategic business goals. My signature strength of engagement and intuition helps CEOs and leadership teams identify and catalyse the skills and talents of the diversity already sitting in their own backyard and creating self-sufficiency to deliver on their OD ambitions.

I'm passionate about the power of the People Leader and the impact they can have on their team, the environment they create and business performance. I believe creating alignment between not just *what* leaders do but *how* they do it drives a strong culture and positive employee experience. I'm curious about the future of work - where organisations are needing to do more with less and change is the one constant, decision makers can be inundated and under-resourced. I'm an experienced partner in this arena, helping stakeholders gain clear focus on what will make a true difference. My OD approach bridges simplicity, complexity and embedding new competency and ways of working, whilst balancing diverse and competing demands.

QUALIFICATIONS

Masters of Psychology (Counselling) Swinburne University

Diploma in Clinical Hypnosis

Bachelor of Arts (BA Psychology) Melbourne University

CAREER SUMMARY

COMPANY	POSITION	DATE
XXXXX	Manager Diversity & Inclusion (Secondment)	October 2015 – June 2016
	<i>Maternity leave</i>	October 2014 – September 2015
XXXXX	Senior Culture & Capability Consultant	January 2013 - September 2014
	<i>Maternity leave</i>	January 2012 – December 2012
	Senior Leadership Development Consultant	October 2008 – December 2011
	Organisational Development Consultant	November 2007 – October 2008
XXXXX	Talent Management Senior Consultant	October 2002 – November 2007

ACHIEVEMENTS

- Designed and delivered a unique and tailor-made Inclusive Leadership program to build the capability of all IAG people leaders. This program has been nominated for two HR industry awards in 2016.
- Worked with key leaders to develop and implement effective strategies to achieve women in senior management ambitions and address underlying challenges.
- Developed and implemented a comprehensive talent framework with a focus on critical roles, succession planning and matching identified talent with live development opportunities. The framework included capturing valuable on the job opportunities for identified talent that were aligned with business needs and individual development requirements, and significantly fast tracked the achievement of identified talent's career achievements.
- Led and implemented a complete end to end leadership development strategy, where none had existed previously, that was credited with improving business and organisational performance. This included developing leadership behavioural standards and embed a new performance management process based on uniquely developed and aligned performance to business and organisational goals.

SPECIFIC EXPERTISE

Business Partnering:	Working alongside HR Business Partners to partner with Executive Teams and Senior Business leaders, positioning HR as a strategic and trusted business advisor. Proven ability of engaging and influencing a broad range of stakeholders at all levels of the organisation across insurance, strategy and finance, sales and service and operations disciplines, aligning organisational development initiatives to strategic business goals.
Commercial Focus	Key strength in helping businesses drive performance through people, implementing and aligning OD initiatives to ensure they deliver sustainable business results.
Organisational Change	Significant experience in operating and driving change across local and enterprise-wide organisational structures and navigating complex and shifting networks. Experience implementing a broad range of change programs including people, culture and systems change to build organisational capability and enhance business effectiveness.
Leadership Development	Key strength in working with Senior Leadership Teams to help drive business performance through their people leaders, implementing and improving the behavioral expectations of leaders and aligning individuals' performance to achieve business and organisational goals.
Developing Others	Extensive experience in developing others with the ability to inspire and empower individuals to produce their best in complex and changing business environments; building OD capability and ultimately the credibility of the broader HR function.
Stakeholder Management	Demonstrated ability to operate in complex and demanding environments and adapt to a broad range of operating models at a strategic and operational level. Experience working across multiple divisions, locations and cultures and a broad range of stakeholders at all levels and disciplines of the organisation.
Organisational Development	Depth of experience in designing and implementing a broad range of OD programs including talent, leadership development, culture and diversity & inclusion to build organisational capability and enhance business effectiveness.

PROFESSIONAL EXPERIENCE

Company: XXXXX

Nov 2007 – June 2016

IAG is the largest general insurance group in Australia and New Zealand, with a growing presence in Asia. It owns some of the regions most trusted brands including NRMA Insurance, CGU, SGIO, SGIC, WFI and Swann Insurance with close to 15,000 employees and over \$11.4 billion of underwritten premium per annum.

Manager Diversity & Inclusion (D&I), CGU Insurance

October 2015 – June 2016

Responsibilities

- Key member of the IAG D&I leadership team, including close partnerships with the CGU Executive leader to shape diversity objectives and help deliver these through interconnected OD strategies.
- Simplify and refocus the enterprise-wide D&I strategy, ensuring it is aligned to business objectives. Includes identifying and incorporating contemporary D&I research to drive step changes in the way IAG approaches a “built in, not bolt on” approach to D&I. Strong focus on unlocking the value of the diversity existing within the organization through inclusion practices and leadership.
- Driving the implementation of the group-wide D&I strategy within the CGU division to ensure the business delivers and exceeds its D&I ambitions and that these are measurable and effectively embedded.

Senior Consultant Culture & Capability, IAG

January 2013 - September 2014

Responsibilities

- Worked as part of a dedicated team and alongside HR business partners to implement key organisational development and learning initiatives across the organization
- Designed and delivered a tailored and comprehensive talent framework and worked closely with the senior leadership team to identify critical roles, succession plans and key talent
- Supported the development of a new leadership program which partnered with a US-based University and linked to talent management strategies
- Supported the culture survey process, utilizing Human Synergistic’s Organisational Culture Inventory (OCI) survey tool and worked with business leaders to implement transformational change initiatives across the organization
- With the Swann Executive team, developed strategic HR business plans to ensure identification of appropriate initiatives to support employees to deliver business goals

Senior Leadership Development Consultant

October 2008 – December 2011

Responsibilities

- Designed, developed and implemented a divisional wide leadership strategy to drive the whole organization towards improved leadership capability. This transformation program developed the leadership behaviours of the organization with input from employees and Executives alike, to ensure all employees were aligned with the organisational expectations of leaders throughout the employee lifecycle.
- Managed the embedding of these behaviours into the recruitment, competency, leadership development framework, cultural and talent management initiatives and performance framework.

Organisational Development Consultant

November 2007 – October 2008

- Organisational development deliverables as above
- Led a team of Learning & Development Partners providing operational support for business divisions

Company: XXXXX

Oct 2002 – Nov 2007

XXXXX is a leading provider of specialist recruitment, talent management, people development and recruitment process outsourcing (RPO) services worldwide.

Senior Talent Management Consultant, Hudson Resources

Achievements

- Delivered on time and budget significant projects ranging in size and complexity with a mix of clients. Included collaborating with the Practice Leader to deliver a multi-million-dollar graduate program for a major bank.
- Instrumental in winning a sole provider of psychological assessment contract with a major Australian Bank that contributed \$500k of annual revenue for the Talent Management Practice.
- Account Manager for a major Bank that contributes over \$1M of revenue for the Talent Management Practice.

ACCREDITATIONS

- Human Synergistic's LSI, GSI and OCI
- Korn Ferry Learning Agility
- Saville & Holdsworth Limited (SHL) Psychometric Assessment Suite
- Sales Preference Questionnaire (SPQ Gold)
- MBTI Steps I and II (Expanded Interpretive Reporting)

REFEREES

To be provided on request