

ABOUT ME

An accomplished Organisational Psychologist for more than 30 years, I have partnered with executive leaders of high-profile organisations to optimise and transform culture, supporting them towards peak performance.

In my most recent internal role as Director Organisational Capability, Monash Health, I advised Victoria's largest public hospital on its post-COVID response, designing and delivering an organisational-wide trauma response at scale (to capture post-traumatic growth) as well as supporting The Mental Health Program to implement the findings of the Mental Health Royal Commission, through a series of strategic partnerships. In addition, I designed and delivered The Transformational Leadership Program for the most senior clinical and non-clinical talent. The role was also responsible for talent identification and development, diversity, equity and inclusion, and employee/consumer experience. I aim to contribute to creating ethical (just), socially responsible, sustainable, high performing and psychosocially minded cultures.

My areas of strategic expertise include:

- Capability and engagement
- Leadership Peak performance and wellbeing
- Diversity, equity and inclusion
- Disaster response (Australian Psych Society trained and supervised)
- Culture/large scale systems change
- Organisational behaviour and performance
- Advocacy and community
- Evidence-informed research and analysis

I hold a Masters in Social Impact (from the US – I like to study in other countries, as you often learn very different approaches) focused on ethics, particularly in cross-cultural contexts, organisational culture and design, development and people practices. I am now completing my PhD with a focus on creating service cultures which will inform my work with Disaster Relief Australia. The best work is inevitably the result of strategic collaboration, often across and between sectors and almost always working with the Board, CEO, executive leaders, and operational and enabling functions to enhance organisational performance and empower leaders to develop and implement strategies.

A registered clinician, I hold a psychologist registration with the Australia Health Practitioner Regulation Agency (AHPRA) and am a Fellow of the College of Organisational Psychologists (and currently completing assessment towards accreditation as a specialist supervisor). Community-minded and socially responsible, I bring, alongside my breadth of experience, a firm resolve to make a positive impact for the people of Victoria. My openness to change and coaching style has the potential to unlock capability and meaningful change to help individuals find their own momentum. I used to know how to use a chain saw and weld and I imagine I would be comfortable in the field (it depends on which field, I guess). I have two young adult children who live with their partners.

RESEARCH, INDUSTRY ASSOCIATIONS & PUBLICATIONS

- Presented Australian Psychological Association National conference 2020, 2021, and 2022 "Leader Narratives of fear and hope through the Pandemic".
- Judge, The Australian Psychology Association, Workplace Excellence Awards in 2019. Special category: Leadership Development and Coaching.
- Presented at the International Society for the Study of Psychoanalysis in Organisations (ISPSO) at their 2019 annual symposium in New York. Paper published in 2021.
- Masters Thesis: Identifying Leadership Wisdom through Narrative. Three wisdoms identified: (a) look to yourself first and learn how to stand alone, (b) set priorities and be active, and (c) move beyond unhelpful social paradigms.
- Current PhD – California Institute of Integral Studies: Transpersonal Psychology (integral)

BOARD

Non-executive Director (GRO Yarram)

Small not-for-profit aimed at strengthening community health and wellbeing through social inclusion. This included the local men's shed.

MEMBERSHIPS AND COMMUNITY

- Member Australian Institute of Company Directors since 2004 (MAICD)
- Fellow of the College of Organisational Psychologists (FCOP), Member Australian Psychological Society (APS)
- Master of Social Impact Claremont Lincoln University (GPA 4.0). Completed 2019.
- Recipient of the Sunrise Humanitarian Scholarship at CLU. 2017
- Member of the APS Disaster Response Network
- Member of the International Society for the Study of Psychoanalysis in Organisations (ISPSO).
- Member Australian Sociological Association (TASA) 2017
- Radio. 3wbc – 94.1 Regular segment (since 2016). The day-to-day psychology of life.

CONSULTANT ORGANISATIONAL PSYCHOLOGIST 1998 - 2021

Commercial Sector Interventions

- ANZ. Design of middle management training and development strategy. 1998- 2001
- ANZ. Mid-level leadership program design and delivery (4 programs). 2006 - 2008
- Amcor. Advisor on design of CEO talent event. 2006
- Amcor. Influencing skills over 2 years). 2013 - 2015
- AMP. Engage – Design and delivery of 14 culture change programs annually. 2016 – 2013
- AURECON. Leadership Conversations during the pandemic. 2021
- AURECON. Thriving Together, online Asia Pacific/Organisational wide, action learning program.
- AUSCLAD. Design and development of OD strategy, design and delivery of first Leadership workshop with Executive team. 2008
- BHP Billiton Coal. Strategic planning (3 events). 2008 - 2009
- BHP Billiton. Design and delivery of the global mid-management corporate leadership program for global talent. 1998 – 2009
- BHP Billiton. Delivery of development coaching and referral service to global leaders. 2006
- BHP Billiton. Design, delivery and management of most senior management program globally (UK, US and SA) in association with Cranfield University and London Business school (UK). 2000 – 2004
- BHP Billiton. Design of accelerated development for hi-potentials globally. Project management of six psychologists globally to deliver. 2002-2010
- BHP Billiton. Design, delivery and management of middle management program globally (UK, US and SA), coaching and delivery of 360 feedback to two entire global functions (Legal and Diamonds and Specialty Products). Selecting and managing global practitioners. 2001
- BHP Billiton. Manganese South Africa. 2008
- BHP Billiton. Panel expert to assist with design of “top 200” engagement and development event. 2006
- Clayton Utz. Cultural Transformation, 10 transformational programs annually since 2013 - 2016
- Clayton Utz. Parent Program – Guest speaker. 2016
- Coles Myer Limited. Design and delivery of development for CEO and direct reports. Design of company-wide leadership transformation process. 2005 - 2007
- CSL. Hi Potential Global Leadership Program – Japan. 2011
- CSL. Small team intervention to improve team relationships. 2001
- Davidson Trahaire. EAP - Contract to assist with change programs at: Telstra, ANZ, CSL .2000-2002
- Epworth Health. Executive coach. 2016 - 2018.
- Esanda. Team development work for Marketing and HR functions. 2005
- Executive coaching and assessment/development across all these organisations.
- HESS. Lead facilitator, the CEO's Executive Forum – Top 100. San Diego. 2006
- INPEX. HR Strategy. Design and development. 2004 - 2006
- McKinsey. Collaboration to design leadership response to “Transformation” for Coles Myer. 2006/7
- Mining Industry. Leadership Masterclass Series in South Africa. 2008
- NAB. Leadership Program (Most senior talent program) – Facilitation of final 3-day program 2015
- Online education services. Executive Coaching 2021

- Placer Dome. Canada & Asia Pacific. Executive coaching and cultural design for sites in Central Australia and PNG. 2000 – 2003
- Placer Dome. Canada & Asia Pacific. Selected as a lead organisational development consultant for Asia Pacific. 2003 - 2005
- PwC. “Evolve” - 15 annual transformational programs nationally. 2015 to 2021
- PwC. Leadership Talent Pipeline (coaching and virtual coaching circles). 2016
- PwC Partner Ready Program. Deals. 2021
- PwC. New Director Experience. 2021
- Shell. Design and delivery of Regional (Asia Pacific) Leadership Program 2003 - 2007
- Shell. Design and delivery (in Asia) of development activity for the Senior Leadership Team in the Asia Pacific region and for two global businesses. 2005 - 2007
- Shell - Worked collaboratively to develop a Stage 2 Diversity and Inclusiveness Program. 2013
- Skilled Pty Ltd. Strategic Advisory Team (specialising in culture) focussed on cultural integration and turnaround. 2008 - 2009
- SKM. LDP program for global hi-potentials. Annual program. 2010 - 2016
- Swinburne Business Solutions. Transformation Masterclass (Sold out – 300 attendees) 2016
- Tabcorp. High Performing Leaders Program (5 days residential for talent). 2012 - 2017
- Tabcorp/Tatts. Strategic Advisor merger, culture and leadership development 2017
- Wilson Group. Design and deliver Leadership Development. 2016 - 2018

Public Sector Interventions

- AGSM Program Director (Australian Graduate School of Management). 2007-2009
- Alfred Health. Supporting culture and leadership including mediation. 2018.
- Alfred Health. Unit Heads Leadership Program 2014 to present.
- Alfred Health. Leadership Conversations during the pandemic. 2021
- Alfred Health. Psych Unit. Peer Reflection Sessions (including teams in quarantine) 2021
- ATO. Challenge of Leadership – Expert interview on the “Inner World of Change” 2015
- Aust. Human Resources Institute - Chair: Karpin Report revisited – series of National events reflecting on manager/leader development in Australia since the initial release of the report. 2004
- Aust. Human Resources Institute. Keynote on transformational change within organisations. 2015
- Aust. Psychological Society, College of Organisational Psychologists. Great Debate. 2001
- Department of Education. Co -design/development and delivery of program for Deputy Secretary and 60 most senior executives. 2007
- Department of Primary industry - Worked as part of a team with three other Psychologists to deliver cultural analysis and insights. 2005
- Future of Work – Melbourne University (hosted by Centre for Workplace Leadership) – Plenary session on design and delivery of transformational initiatives. 2009
- Future Shapers Conference Canberra – The inner work of transformation. 2018
- Inner Eastern Health. “On-boarding” of new CEO. 1998
- Melbourne Business School. (Associate). Coaching 2018 - 2021
- Melbourne Business School. (Associate). Facilitator, Executive MBA 2018
- Monash University, Department of Pharmacology - strategic planning processes. 2005
- Monash Health, Transformational Leadership Program. 2024
- Monash Health, Leadership Live, organisational wide online action learning intervention. 2024

Social Sector Interventions

- Anglicare. Building community partnerships. 2008 – 2015
- Anglicare. Leadership development (8 programs over 3 years). 2008 - 2012
- Australian Psych Society. Disaster relieve wellbeing check-ins during floods in Rochester (2022/3)
- Bravery Trust – Pro-bono 2012
- Disaster Relief Australia, Deployment and Victorian Wellbeing Co-ordinator (Voluntary) 2024
- Disaster Relief Australia, Organisational Psychologist, 2024
- Expert panel on ageism. The Change Agenda. 2017
- Face 2 Face (assisting HIV affected communities). Advisor 2000-2008
- Seminar. Keynote Speaker – “Difficult Conversations” and “Wellness – who is responsible?” 2017
- Skilling Australia Foundation. Tri sector leadership event (IBM, SAF and TAFE). 2017
- The Leadership Consortium – First female affiliate. Design and delivery of 6, cross sector programs annually. 2008 -2014
- The Smith Family – Coach 2020 - 2021
- Outward Bound Project (eighty female scientists to the Antarctic to study climate change) - coach (Fabian Dattner & Susan David) 2017

INTERNAL ROLES

2024 - present Freelance Consulting and Disaster Relief Australia – Organisational Psychologist

Responsible for the leadership, direction, and delivery of cultural design consistent with high performance and wellbeing.

2023 - 2024 Monash Health – Director Organisational Capability, People & Culture

Responsible for the leadership, direction, and delivery of a contemporary Organisational Capability function across Monash Health.

Role

- Deliver a leadership framework and a suite of organisational development tools/interventions across the organisation, including leadership and management programs and other tools to support managers at all levels. Support this with development coaching, talent and succession mapping and feedback processes.
- Implement new ways of working, fostering a continuous improvement culture and engaging the workforce in these changes.
- Effectively manage employees and their development, supporting them in identifying opportunities for new ways to provide services.

2020- 2021 Aurecon - Leadership Psychologist

Strategic advice (evidence-informed) on workplace culture towards high functioning (thriving).

Achievements:

- Lead design and delivery of Aurecon's mental health strategy (across OHS, HR and Social Governance)
- Delivered High impact Asia Pacific program to sustain organisational identity to counteract the fragmentation during pandemic lockdowns
- Strategic advice and expert advisor on bespoke issues, like how to provide psychosocial support to teams in China, dealing with social anxiety on the return to work, and engaging cross-cultural teams.
- Advice to Board, CEO and executive on workplace design, messaging and comms.
- Presented this work at the Australian Psych Society National Conference.

1996 - 1998 BHP Corporate - Principal Psychologist Organisational Development¹

Design, delivery, development and evaluation of Global Leadership and Talent initiatives. Selection and management of psychologists to deliver services to the organisation.

Achievements:

- Internal consultant on the design and initial implementation for the move to a “shared services” model globally.
- On the Hi-potential program
- Attended International Consortium for Executive Development and Research Switzerland
- Program design, delivery (with improved participant ratings and organisational feedback), and evaluation (time, cost and quality).
- Selected, trained and co-ordinated external consultants and internal trainers for program delivery.

1992-1995 BHP Petroleum - Co-ordinator Training & Development Australia/Asia

Coordinated training and development initiatives (leadership and technical) across sites in Australia and Asia.

Achievements:

- Implementation (design and delivery) of the first standardised leadership program across all Australia/Asia sites.
- Design of competency-based training and assessment system for technical. Included multiple unionised sites

¹ Tittle of psychologist used only after registration in 1998

- Consulted to same process in Dia-Hung Project, in Vietnam.
- Coordinated design and development of pre-commission training initiatives for “greenfield” site (Griffin Venture and Methanol Research Plant).
- Designed and implemented performance review processes across the business (receiving the highest rate of review return - 94%).
- Trained off shore supervisors (working with Maritime Unions)

1989 - 1992

National Mutual (AXA)

State Manager, Staff Training & Development, Victoria Branch

- Managed Training & Development Department (6 Staff)
- Initially joined as Training Officer
- Senior Trainer Hi Potentials (Mostly actuaries)

1984 – 1989

Senior Training Officer – VLine and Met

Initially Qualified and worked as a secondary school (woodwork/graphic arts) teacher in Melbourne's Northwest

QUALIFICATIONS

PhD Transpersonal Psychology - Current
2021 California Institute of Integral Study.

Masters of Social Impact
Claremont Lincoln University, California, USA.
2018 - 2019

Single Subject Arts (Psych) Degree
Swinburne University, Melbourne, AUS
1991 – 1994

Psychological Registration (via the “grandfathering” model) required to fulfil undergraduate studies in psychology (above) and 4 years structured and extensive supervision, fully documented and approved by the Australian Psychological Registration Board (now APHRA)

Bachelor of Education
Melbourne University. Melbourne AUS
1971 – 1982

REFERENCES

Supplied on request.