

Background and experience

Ian is an experienced senior manager and business consultant who has worked across the government, not for profit and private sectors.

His professional experience includes leadership and management responsibility for human resources, training, corporate communications and environmental functions.

Ian has been an employer representative and advocate at administrative and industrial review forums and in consultative processes with unions, industry, government and community organisations.

Ian has worked with clients on enhancing leadership and workforce capability, team effectiveness, strategic planning, workforce culture, performance, organisation and job design.

The main focus of Ian's work in recent years has been in investigating workplace performance and behaviour matters and conducting workplace health and culture audits.

Investigations have included:

- bullying, harassment, discrimination
- management action, leadership
- abuse in care (aged, disability, children's services)
- reportable conduct and protected disclosures
- fraud and procurement breaches
- poor performance
- assault and sexual assault
- breach of duty of care
- workforce culture and factors impacting safety, performance and wellbeing

Ian has become the preferred investigator for many of his clients due to his:

- rigorous investigation process and reports
- ability to deal with complex matters
- impartiality and balanced perspective
- fair and respectful treatment of participants
- focus on procedural fairness and natural justice
- ability to guide inexperienced clients on process
- solution and improvement based approach

Investigation | consulting experience (see safepeople.com.au for full list)

- 42 Victorian Local Government Councils
- 10 Victorian State Government agencies
- 11 lawyers/law firms under legal professional privilege
- 18 organisations in the community, health and NFP sectors
- 28 aged care service providers/facilities
- 22 organisations in the corporate, consulting, industrial and education sectors

Licences & memberships

- Victorian Private Security Investigator Licence No: 970-808-40S
- Member, Australian Institute of Professional Investigators - number: 11165

Education and training

- Masters of Business Administration (in progress) Uni of Qld/Mt Eliza Business School
- Grad Cert & Grad Dip, Executive Business Operations, Uni of Qld/Mt Eliza Business School
- Diploma of Business (Human Resources), Kangan TAFE
- Certificate 4 in Government Investigations, Australian Security Academy
- Certificate 3 in Investigative Services, Australian Security Academy
- Executive Coach, Institute of Executive Coaching
- Workplace Grievance Mediator, Australian Commercial Disputes Centre

Past community roles

- Non-Executive Director, Norwood Association (mental health service)
- School Councillor & President Wedge Park Primary School