



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 recently worked with organisations on enhancing leadership and workforce capability, team effectiveness, strategic planning, workforce culture, performance, organisation and job design, and investigating, resolving and preventing workplace bullying.

He has considerable experience in leading and managing human resource services, and has effectively managed people and resources to support day to day business operations and transformational change programs, including business restructures, introduction of new technology, consolidation of service delivery units & redundancy programs.

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.

He has combined his practical knowledge of contemporary business and people management principles, safety and risk management, and his understanding of the drivers of employee performance, to develop and provide services through **safepeople** aimed at helping businesses, workforces and individuals achieve higher levels of capability, safety and sustainable performance.

While continuing to work across all sectors on human resources and business improvement assignments, Ian has developed a keen interest in helping organisations identify and manage the reasons that people, teams & workforces breakdown in safety minded behaviour.

This focus provides organisations with the opportunity to enhance their safety and compliance performance, while at the same time improving business leadership, workforce capability and engagement and customer satisfaction.

Since 2011, Ian has worked with:

Government

City of Casey
City of Greater Dandenong
City of Greater Geelong
City of Knox
City of Manningham
City of Maribyrnong
City of Melbourne
City of Melton
City of Whitehorse
City of Whittlesea
City of Wodonga
City of Wyndham
GWM Water
Latrobe City Council
Mildura Rural City Council
Mitchell Shire Council
Mornington Shire Council
Mt Alexander Shire Council
Southern Grampians Shire
Yarra Ranges Shire Council
Country Fire Authority
Dept of Human Services (Vic)
Dept of Transport (Vic)
Sustainability Victoria
Transport Safety Victoria

Corporate

ATC Williams
Aussie Bob's
Baby Bunting
Bledisloe Holdings
Cargotec
ESS Super
Freudenberg Group
Golder Associates
Robert Bosch (Australia)
True Value Solar
Community/NFP/Health
Berry St Children's Services
Ceres Environment Park
FKA Children's Services
GMCT
Leadership Plus
LifeWorks
Multiple Sclerosis Australia
Northern Health
St Laurence
Turning Point Drug & Alcohol
Yarra Community Housing
Yooralla

Aged Care

Allanvale Private
Altona Meadows Aged Care
Baptcare
Care Connect
Catholic Homes
Community Nursing Service
Eastern Metro Community
Headley Sutton
Karana
LASA - Vic
Lynden Aged Care
Nazareth Care
Northern Metro Community
Ottrey Homes
Parkglenn Retirement Village
Providence Aged Care
Samarinda Aged Care
Shanagolden Aged Care
Strathalan Community
Southern Metro Community
Victoria by the Park
West Haven Community
West Haven Day Respite

Professional Background

Safe People Pty Ltd
McNeil Taylor Pty Ltd
Care Connect Ltd
Airservices Australia
Civil Aviation Authority
Departments of Transport and Aviation

Past Community Roles

Non Exec Director, Norwood Association (Mental Health Service)
School Councillor & President

Qualifications & Training

Grad Dip, Executive Business Operations
Diploma of Business (Human Resources)
Executive Coach (IEC)
Workplace Grievance Mediator (ACDC)

Professional Experience

business consulting
human resource management
training (RTO) management
project management
corporate communications
environmental management
board directorship
business ownership

Commercial Competence

leadership
business and people strategy
business partnering
performance culture
safety and risk management
advocacy & representation
change management

HR Competence

workplace HR investigations
performance/discipline management
leadership and executive coaching
recruitment & psychometric services
employee/industrial relations
employee engagement
workforce culture
organisation design
workforce planning
learning & capability development
OH & S and EEO
employee assistance programs
rostering & deployment of staff
employment policies & procedures
redundancy programs
career transition