



Leadership Programs

Results Consulting provides human resource management expertise through our team of experienced and highly professional human resource management consultants. We have significant experience in all facets of management, leadership and organisational improvement, have direct 'hands on' management experience (including SES level) and are skilled in a broad range of areas including: Strategic HR, Organisational Change Management, Performance Management, Process Facilitation and Leadership Capability Development.

Our Experience

Results Consulting has considerable experience in developing management and leadership programs as well as designing implementation strategies for change. We are currently delivering whole of organisation leadership programs to the following public sector agencies:

- Australian Bureau of Statistics
- Defense Signals Directorate
- Health Insurance Commission
- Family Court of Australia
- Civil Aviation Safety Authority

Our Approach

Results Consulting has developed a reputation for designing and delivering programs which work because our methodology fosters a close partnership with our clients and enables us to be sensitive and adaptable to issues as they emerge within the client environment.

We commence all projects with a 'project establishment' stage during which we ensure that we fully understand client needs and priorities and formally agree on key deliverables and milestones. We believe it is important that consultants understand program directions, organisational issues and culture, and that we clarify client expectations of the leadership project. We also build a number of 'sign-off' points into our methodology. At each of these we ensure that nominated key stakeholders have the opportunity to provide direction to key deliverables.

Results Consulting may draw on an extensive range of diagnostic instruments and tools to support leadership program objectives. Members of the Results team are accredited facilitators of the following range of instruments:

- PRISM Capability Positioning System™ – 360° feedback instrument designed specifically against the APS Leadership Capability Framework
- Human Synergistic Lifestyle Inventory (LSI)
- Development/assessment centre processes
- Psychometric diagnostics
- Decision Making and Problem Solving tools and activities
- Team Management Index (TMI)
- Belbin's Team Roles model and questionnaire
- Emotional Intelligence models and questionnaires



- Honey and Mumford Learning Styles Inventory
- Hersey and Blanchard Situational Leadership
- Myers-Briggs Type Indicator (MBTI)
- Organisational culture surveys

The above list is not exhaustive and Results Consulting works with clients to determine instruments that best meet client/program needs.

Our Consultants

Chris Morley – Managing Partner, over 20 years senior public sector Human Resource Management experience. Consultancy services for senior managers in business planning, organisational change and leadership capability development.

Paulene Cahill – Senior Consultant, a business management professional with specific expertise in corporate management in the Australian Public Service (APS). Over the last 20 years Paulene has gained hands on experience in corporate and business planning, job analysis, business process redesign, team development and design, group facilitation, contract management of outsourced services and development of training/educational activities.

Gillian Harris-Mayes – Senior Consultant, extensive experience as a senior human resources practitioner in the public and private sectors. Gillian's areas of expertise include: performance management; program design and evaluation; facilitation; coaching; career counselling; competency development and job design.

Gary Hampson – Associate, is a highly experienced Human Resource Management and Development Consultant and Registered Psychologist. He has been providing a range of HR consulting, large-scale recruitment, graduate recruitment and training programs to public sector agencies since 1998. Consultancies have included the design and delivery of a wide range of assessment and development centres and the design, delivery and analysis of all fieldwork in the Public Service Merit Protection Commission project to develop the SES Leadership Capability Framework.

Testimonials

"This was always going to be a difficult call, but it was a very necessary undertaking if the APS were to move forward. I knew that the Results consultant had the experience, knowledge and the determination to take on this difficult challenge and see it through. I was very pleased with the achievement."

Martin Studdert
Director, Australian Protective Services

"This Strategy was a critical element of our People Management Strategy. It provided the framework for us to reinvigorate and refocus learning and development within the organisation. The Strategy was based on contemporary learning and development theory and practice, and focused on delivering business outcomes through more effective learning and development interventions."

"The outcomes delivered by Results Consulting were excellent. . They were particularly adept at developing a strategy which suits the organisation and its challenging environment."

Wendy Morison
General Manager, Human Resource Management
Civil Aviation Safety Authority