

EDUCATION

Currently	RMIT University	<i>PhD Candidate, Faculty of Economics & Finance,</i> Research in the field of behavioural economics. Topic : Executive decision-making
1991	University of Chicago Achieved Dean's Honor List (top 5% of graduating students)	<i>Master of Business Administration</i> Specialisation in Economics and Finance
1991	University of Melbourne Inaugural winner of the Rupert Murdoch Fellowship	<i>Master of Business Administration</i>
1984	University of Melbourne	<i>Master of Science (Clinical Neuropsychology)</i>
1980	University of Melbourne	<i>Diploma in Education</i>
1979	University of Melbourne	<i>Bachelor of Science</i>

PROFESSIONAL EXPERIENCE

Currently Leadership Psychologist ***Director, Ryk.Bz Pty. Ltd.***
 I offer a unique service for managers and executives who wish to become successful leaders. Through counselling, therapy and coaching I change behaviour for improved performance, holistically and personally. MBTI, 16PF, DISC accredited. Also familiar with GROW, NLP, EQ and other common coaching tools.

Currently Adjunct Professor ***Graduate School of Business & Law, RMIT University***
 Lecturer in *Business in Global Context* course; Lecturer in *Economics*; Lecturer in *Strategy*
 Regularly provide economic briefings to visiting delegations inc: Reserve Bank of India; State Government of Tianjin, China; Statistical Service of Government of India; Bohai Bank of China; Ho Chi Minh City TV, Vietnam; City Government of Ho Chi Minh City, Vietnam

Currently Consultant Psychologist ***Melbourne Heart Football Club***
 Provide psychological services to the team - players, coaches and administration

2004 - 05 Deloitte (Melb) ***Principal***
 Deloitte, acquired me and Gen Group to bring my experience and expertise to lead the development of their human capital consulting capability within their consulting division. I acted as a subject matter expert in HR, Leadership and Strategic Change to the firm as well as being involved in business development and client relationship management.

1998 to 2004 Gen Group Consultants ***Founder & Managing Director***
 Gen Group is a company I began and which, at its peak, employed 10 people, occupied offices in Collins St and built a client list that included the Top 20 Australian corporations as well as significant organisations such as NRMA, MYOB, CSIRO and the Victorian government. In building Gen Group I combined my strategy and psychology skills to create a unique Organisational Change consultancy. It also provided me with entrepreneurial and management experience, building it from scratch to annual revenues consistently in the \$millions.

Significant Achievements include:

- Consulted to several Telstra Executives, over 5 years, assisting them to progressively restructure their business units. Conducted organisational change projects within the Mobiles Division, Networks Division and Legal & Regulatory Division.
- Consulted to Land Victoria over 6 years managing several organisational change and reengineering projects and providing ongoing support to three key executives
- Developed new strategy and organisation structure for SIA (now FINSIA) incorporating review of the needs of the stockbroking, insurance and banking industries in Australia
- Developed a new Strategy for the Dairy Food Safety Victoria. Conducted analysis leading to the development of a new strategy and business plan. Received Board approval leading to Government funding and approval of the new plan.

- Provided mentoring and business advisory to senior executives including one of the senior leaders at Macquarie Bank, CEO of a major Australian high tech company and the Director of a Business School in Melbourne

1996 - 97 The Boston Consulting Group (Melb) Case Leader

Recruited by BCG, one of the premier consulting companies in the world, for the skill I had developed in organisational change and for my US experience, my responsibilities included leading project teams as well as strategic and economic analysis with a variety of Australian and New Zealand clients, and contributing to the management decision making of the firm.

Significant Achievements include:

- Developed a customer-based Strategy and organisation model for the compulsory third party insurer in Victoria, Transport Accident Commission. Led the definition of the strategy, structure and new roles based on our team's analysis of customers. This work defined a completely new approach and structure for the TAC, which they continue to use today, saving significant costs and improving the reserves available to the organisation.
- Allowed Dept. Of Treasury, Victoria to make a set of key investment decisions in privatising the Victorian gas utilities. Conducted financial and strategic go/no go analysis for a Victorian \$200m Australian gas project comparing financial viability of one government proposal versus a similar BHP sponsored project. I personally led and conducted both market demand analysis and analysis of BHP Ltd's capabilities.
- Created a new strategy for the largest wholesale fruit and vegetable business in New Zealand. My market analysis required creating a new database of market data from scratch, which I achieved through thorough review of all available secondary data in NZ and to gather much of the primary data myself by travelling the country sourcing all relevant material. The new strategy demonstrated how the firm could remain viable in a shrinking market and develop new products for growth.

1991 - 95 Andersen Consulting – now Accenture (New York) Senior Manager

I joined Andersen straight from Business school and rose very quickly from entry-level consultant to senior manager in 3 years. As a manager in Andersen's Strategic Services practice I led and managed a range of strategic engagements consulting to many major US and multinational corporations. In addition, as a key member of the Organisation Strategy group I was able to develop deep expertise and experience in issues of organisation change, leadership and change management.

Significant Achievements Include:

- **Won the Kenneth R. Ernst Award for Outstanding Thought Leadership** at Andersen Consulting for developing a new consulting framework and approach for assisting corporations to undergo business transformation. This framework and approach became the standard enterprise transformation model for Accenture and is still widely used at clients organisations most recently appearing as a transformation tool for NAB
- Analysed the organisation and developed the implementation strategy for the globalisation of the drug development process in the third largest multinational pharmaceuticals company.
- Led the reengineering of the market to cash processes for Xerox which cut SG&A costs by US\$600m and transformed the company's customer operations. I led one of the 2 key project teams consisting of 10 senior Xerox executives. I led the team, managed the project plan and delivered the first phase results on time and on budget. This required mature people leadership as well as analytical creativity and rigour.
- Conducted the organisation analysis for an organisation restructure of the Thai subsidiary of one of the two largest multinational consumer goods manufacturers.

1988-89 Beswick Consulting (Melb) Partner

Together with a professional colleague co-led an independent management consultancy specialising in strategic human resources consulting. Consulted to several manufacturing companies in Victoria and Tasmania, Australia.

Clinical Neuropsychologist

As a clinical neuropsychologist psychologist I spent the 1980s developing professional and interpersonal skills. Most importantly developed my ability to work with and assist people from all walks of life, listen to their needs and devise and implement with them an improvement strategy. Practising as a psychologist I worked with people who were vulnerable due to dysfunctional behaviour, as well as with people who required more directive guidance and management for less serious life issues. These people sought counsel and advice in guiding their recovery and change from dysfunctional to functional behaviour. In addition was required to communicate and counsel family, other medical and legal professionals, and sundry interested parties of the issues and requirements of them in dealing with their clients.

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| 1986-89 | Private Clinical Practice (Melb)
Started my own clinical private practice, which required typical small business skills and management including business development. A key part of the work was providing reports and expert testimony to the courts honing my analytical and communication skills. | Clinical Neuropsychologist |
| 1986-88 | Hampton Rehabilitation Hospital (Melb)
Managed a specialised psychology unit at Hampton Hospital, a key city rehabilitation centre, establishing the unit and developing its role, function and status within the hospital. As part of the hospital management team I was also involved in hospital policy setting, budgeting and staffing.
I grew the department by 100% over 3 years adding new services and providing for the treatment of vastly more patients in need. | Manager, Head of Department |
| 1984-86 | University of Melbourne
Lectured in Psychology to graduate students, conducted and supervised research projects and developed syllabus and curriculum for two new graduate, cross-functional programs. Despite being the youngest member of the faculty I was charged with developing new courses to meet growing demand for such programs. Both programs were extremely successful and contributed significantly to my achieving the manager position at Hampton Rehabilitation Hospital. | Lecturer in Psychology |

OTHER ACHIEVEMENTS

Thought Leadership/Creative Thinking and Selling of Sophisticated Ideas

- Published 2 articles: *California Lawyer, USA* and *HR Monthly, Aust.* Both these periodicals are pre-eminent in their fields, the HR monthly being the publication of the Australian Human Resources Institute and California Lawyer being the largest legal periodical in Western USA.
- Published 2 research papers at the 5th Australian Organisation Psychology Conference, 2003: *A model of Executive Decision Making based on the experience of AFL coaches; Five secrets of success for 360 Degree Feedback.* These research papers were presented to an audience of over 200 experts from Australia and around the world
- I invested in original and independent research and developed new intellectual capital in strategic decision making analysis for outsourcing/insourcing service functions. My work began at Telstra and was independently verified as strategic and original by the Corporate Executive Board, Washington DC. This ground-breaking research was published in the USA and when applied to Telstra, NAB and AMP it resulted in a complete restructure of the legal function, improving service as well as significantly cutting costs of service provision. All three companies are still reaping the rewards of this work over several years after it was initially completed

Communication Skills and Project Management Skills

- Consulted and presented to the senior executives of major corporations across the world including:
American Express (NY); Xerox (NY); Hoechst (Frankfurt, Paris, New Jersey); Unilever (Bangkok); Nynex (NY); Nissan (Melb); Telstra (Melb) NAB (Melb); CBA (Syd); ANZ (Melb); Westpac (Syd); Telstra (Aust); Deutsche Bank (Melb)
- Consulted and presented to executives of several Australian government agencies:
Dep'ts of Treasury & Finance, Natural Resources & Environment; Transport Accident Commission; SA Water; 2 major Melbourne hospitals

MEMBERSHIPS & PROFESSIONAL ASSOCIATIONS

Registered Psychologist Registered with the *Australian Health Practitioner Regulation Agency* to practice psychology in Australia

OTHER EXPERIENCE

- 2009 -** **Member of the Board of Directors for *Australian-Multicultural Community Services*** (*previously Australian-Polish Community Services*)
- 2004- 2008** **Member of the Board of Directors for *Theatre at Risk***
- 2000-2005** **Member, Advisory Board for the *Australian Graduate School of Entrepreneurship*** at Swinburne University of Technology, a boutique business school specialising in Innovation and Entrepreneurship. Advised management and faculty of the school about strategy, profile and marketing of the school.
- 1991** Manager in the ***Polish American Enterprise Fund*** banking development program in Poland. For 4 months on assignment I managed the operations of this development program in the southeast region of Poland for this US government sponsored program
- 1986-9** National & State Chairman of ***Australian College of Clinical Neuropsychologists***
- 1984** Secondary Teacher in Mathematics and Science at *Maribyrnong High School*, Victoria

TEACHING APPOINTMENTS

- Current** **Graduate School of Business, RMIT University**
Adjunct Professor
- 2002 - 2004** **University of Melbourne**
Honorary Fellow, Psychology Department supervising PhD candidates in Organisation Psychology
- 2004** **Melbourne Business School**
Taught *Entrepreneurial Leadership* within the Senior Management Program
- 2002-04** **Mt Eliza Business School (now part of Melbourne Business School)**
Taught *Consulting Skills & Process* within the Advanced Management Program
- 2003** **Australian Graduate School of Entrepreneurship, Swinburne**
Taught *Strategy* within the MBA program

PERSONAL INTERESTS

- Sporting:** Have participated in a range of endurance events for the past 15 years including running and triathlon races. Most significant events include:
- New York City Marathon; Four Melbourne Marathons; Several Olympic distance and one long distance triathlon
- Artistic:** For many years have had a keen interest in the art of dance, initially as an amateur dancer and then as organiser of events. Achievements include:
- Festival Coordinator for the National Pol-Art Festival, Victorian Arts Centre, presenting artistic events for the Australian-Polish community from Australia and New Zealand.
 - Stage manager for 5 years for a nationally recognised dance ensemble.
 - Amateur dancer for 3 years in the same ensemble.