

CONSULTANCY SERVICES TO ADDRESS PROJECT ISSUES

INNOVATIVE PROJECT MANAGEMENT (IPM)



An Australian Innovation by Ocean 11
Ocean11.com.au



Thought Leadership & Innovative
Management For A Better Tomorrow

A hand holding a crystal ball that reflects a cityscape. The background is a blurred city street with buildings and a street sign. A semi-transparent blue rectangle is overlaid on the lower half of the image.

OUR VISION

OUR VISION

OCEAN11

Transforming your project challenges into opportunities



Click on the image to watch the video

At Ocean 11, we transform challenges into opportunities, partnering with organizations to turn potential project pitfalls into milestones of success. Our innovative framework, SusAgile©, represents a transformative journey, and with us, you're never alone on this path. Our team, comprising world-renowned academics, seasoned project experts, and insightful industrial psychologists, brings unparalleled expertise to guide and maximize your project's impact.

In the dynamic realm of project management, partnering with Ocean 11 offers a strategic advantage, ensuring smooth navigation through challenges and leading towards unparalleled success. Together, we can redefine the horizons of what's achievable for your organization.

**"In the middle of every difficulty lies opportunity" -
Albert Einstein**



A man in a dark suit is seen from behind, standing in a complex, three-dimensional maze. He has his right hand on his head, suggesting frustration or confusion. The maze is composed of light-colored walls and dark paths, creating a complex network of paths that recede into the distance. A semi-transparent blue horizontal bar is overlaid across the middle of the image, containing the text "PROJECT CHALLENGES" in white, bold, sans-serif capital letters.

PROJECT CHALLENGES

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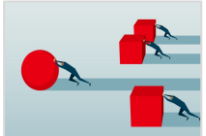
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Low Rate of Success



Impact on Triple Constraints



Inefficient Process and Roles



Inefficient Team Dynamics



Misunderstanding of Projects



Cultural Resistance & Power Distance Index

"Failure is simply the opportunity to begin again, this time more intelligently." - Henry Ford



A glowing lightbulb is positioned on the right side of the image, resting on a wooden surface. The lightbulb is illuminated, casting a warm glow. The background is a dark, textured wooden surface. A teal-colored rectangular overlay covers the bottom half of the image, containing the text "OUR SOLUTION" in white, bold, uppercase letters.

OUR SOLUTION

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SUSAGILE© is a pioneering framework designed to optimize Project Management, seamlessly integrating principles from the Agile Manifesto, Lean, Kanban, Scrum, and Systems Thinking. This holistic approach emphasizes both technical proficiency and the cultivation of a collaborative, adaptive organizational culture, ensuring project alignment while navigating cultural challenges.

Our framework aligns with Lean's DMAIC, consisting of five stages. Beginning with "Define" to identify problems and set objectives, it progresses to "Measure" for performance baselining and "Analyze" to uncover root causes. The cyclic nature of "Improve" and "Control" emphasizes iterative refinement and sustained enhancements. Throughout these stages, we engage closely with teams, providing training to amplify efficiency

"Good management consists in showing average people how to do the work of superior people." - John D. Rockefeller



The image features a group of seven people in silhouette, standing in a line against a large, multi-paned window. The window looks out onto a bright, hazy sky and a body of water with a city skyline in the distance. The silhouettes are dark against the lighter background of the window. A semi-transparent blue horizontal bar is overlaid across the middle of the image, containing the text 'OUR TEAM' in white, uppercase letters.

OUR TEAM

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THE PROFESSORS



Prof. Franco Gandolfi

Distinguished Professor of Management, California Institute of Advanced Management (CIAM), Full Professor of Business and Leadership (Adjunct), Georgetown, Co Founder Swiss Institute of Management and Innovation, Doctor of Bus. Admin

Senior university leader and executive board member with a diverse background as an academician, entrepreneur, and international business consultant. Specializes in strategic management, leadership development, HR management, and organizational change. Boasts vast industry experience and a notable publication record. Has spearheaded major change initiatives, globally implemented leadership programs, and taught courses across all academic levels, both in-person and online.

Prof. Thomas D Anthopoulos

Prof. of Material Science at King Abdullah University of Science and Technology, Saudi Arabia, Visiting Prof. Imperial College London,

Thomas has over 15 years of teaching and research experience on emerging material technologies for application in the renewable energy sector, personalised health, and IoT device ecosystem. He published over 400 research articles and is the Editor and member of the Editorial Board of several highly reputed international journals. For 2021 and 2022, he was recognised as a Highly Cited Researcher, by being listed in the top 1% by citations globally (ClarivateTM)



Prof. Nanak Kakwani

Inventor of the Kakwani Index, Professor of Econometrics, University of Sydney
Mahalanobis National Gold Award Winner,



Professor Nanak Kakwani is a distinguished economist known for his work in welfare economics and income inequality. He introduced the Kakwani Index to assess tax system progressivity. Affiliated with the University of New South Wales, he extensively researched poverty dynamics in developing countries and authored numerous influential publications

Our Special Advisory Panel, comprising some of the world's most renowned professors, brings a wealth of academic brilliance and expertise. Their collective insights and experiences elevate our discussions, driving innovation and excellence in our endeavors



THE INDUSTRIAL PSYCHOLOGISTS

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Dr. Peter Brace

Ph.D Philosophy of human behavior in complex systems
B Sc Psychology

Dr Peter Brace is a Psychological Safety Consultant and works to empower leaders and employees in the Asia-Pacific region by assessing and improving psychological safety in the workplace. He has developed a unique perspective on psychological safety for the Asia-Pacific region, taking into account the cultural norms of high power-distance cultures,. He has broad and deep experience in the use of technology to improve business outcomes

Jan Vermeulen

M.Comm (Industrial Psychology), Certified Industrial Psychologist, Certified HR Practitioner

Jan is a recognized thought leader in Organisational Development. He has held several prominent positions globally, including a tenure at Maastricht where he taught Industrial Psychology and Organisational Development. Jan has contributed to numerous UN projects and authored a book on the subject. Additionally, he led a team of Harvard University professors in developing an organizational framework for one of Africa's largest pension boards.



Our unique framework involves renowned industrial psychologists with a proven track record of enhancing psychological safety, bolstering team cohesion, and elevating performance, enabling teams to deliver at their maximum potential.



THE PROJECT MANAGEMENT EXPERTS

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Sashi Sivam

PMP®, PMI-ACP®, CSM®, CSPO®, LSσGB®, AOWD®, B.Sc (Hons) Comp. SC, LLB

As an expert in project management and sustainability, Sashi's wealth of expertise and experience sets him apart. With over two decades of successfully designing and executing mission-critical programs, he has collaborated with renowned global luminaries including Dr. Michael Porter, to drive competitiveness and deliver billion-dollar initiatives. His international work has taken me to nine countries. He played a pivotal role in the UN's MDG program, contributing to Rwanda's ascent to 2nd place in Africa's Competitiveness Index. He is proficient in the Waterfall, Agile, and Hybrid models, as well as various project management frameworks.

Marc Levingston

BCom, GCert Proj Mgmt, GDip Com, GDip Ed, MBA, PMP (Cand)

Combining experience in project management and corporate learning, Marc has successfully led and delivered large-scale projects for reputable brands throughout the Telecommunications, Agriculture, Banking & Financial Services, Education, and Not-for-Profit industries. Marc is an active member of the Sydney Chapter of the Project Management Institute and has successfully completed postgraduate qualifications in business, project management, and education



Laetitia Callegari

MBA, PMI-ACP, CSM, SAFe5 PO/PM, F.ISRM, PRINCE 2, Master in NLP, Leadership Coaching, ISO 31000, ISO 45001, ISO 22301



A governance & technology expert with global experience in managing complex integration projects and business process design. Skilled in overseeing cross-functional teams during large-scale projects. Successfully manages multiple projects simultaneously, ensuring excellence. Rapidly adapts to various industries and systems. Has ensured effective stakeholder engagement for over 17 years.

Our experts possess a deep understanding of various Agile and Project Management factors. Consequently, we can translate our knowledge into insights that assist organizations in achieving the Organisation's Transformation and Project Goals



PROJECT MANAGEMENT EXPERTS

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Naveen Nanjundappa

AIPM, CST, PMP, MSC Solid State Physics, B.Eng (E&C)

Naveen is a Certified Scrum Trainer and for 22+ years, he has served various organizations such as Wipro, Network Programs India Ltd, Symbian, Nokia, Solutions IQ & 12 Principles Consulting. During this period having experience as a Programmer, Test Engineer, Project Manager, Scrum Master, Product Manager and Enterprise Agile coach. His passion is coaching people to achieve higher effectiveness in people, process, organizational & leadership agility.

Krishnan Srinivasan

PMP, DA, MBA, ACMA, CA(M), LS.

Krishnan - Chartered Management Accountant, Project Manager & Investor in Voluntary Carbon start-ups worldwide. Active volunteer with PMI & PMI Malaysia Chapter for the last 10 years – Chapter President from 2015-2021. Appointed as Director on PMI-Global Accreditation Centre Board (2023-2025). His interests includes ESG, Education and Health



Kavita N. Subramaniam

MBA in Operational Management
LLB (Hons)

Clocked over 26 years of experience in business reengineering and management consulting, Kavita started out with start-ups and SMEs and transitioned to management consulting. She has played several roles, including Director and board Member. A strong team coach with years of experience in team performance and bonding.



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DOMAIN & PAST CLIENTS

ENGAGEMENTS

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Government	Banking & Insurance
Education	Telecoms
Information Technology	Construction
Pharma	Pension
Sustainability	Renewables
Transportation	Logistic
Agriculture	Automotive
Oil & Gas	Manufacturing

We have served over 100+ clients in 30+ domains across 50 countries on all 5 continents.





CASE STUDIES

SELECTED CASE STUDIES

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Click on the image to watch the video

Study 1: Agile Development of Cyber Security Essentials Training Programme

OCBC trained 12,000 employees on cyber threat identification using a tailored 'design thinking' program spanning multiple countries. The initiative, significantly influenced by our principal, Marc Levingston, received praise and led to further training for senior management. Marc also specializes in enhancing psychological safety in the Asia-Pacific, considering regional cultural norms.

Case Study 2: Leap-frogging to Digital Economy

Under the MDG objectives, Rwanda aspired to transition from an agrarian to a knowledge-based economy. Guided by our principal, Sashi Sivam, we spearheaded key UN projects, including the rapid implementation of a global record-setting National ID system and establishing the Rwanda Development Board. Despite challenges, our innovative strategies and emphasis on team cohesion led to Rwanda becoming Africa's second most competitive nation, surpassing South Africa.



Click on the image to watch the video



SELECTED CASE STUDIES

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Transforming your project challenges into opportunities



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Case Study 3: Measure and Improve Psychological Safety

A large not-for-profit organization identified disparities in team engagement and effectiveness across its locations due to a lack of psychological safety. This led to low engagement and underperformance. After implementing a targeted approach that included interviews, coaching, and workshops, the teams showed improved psychological safety and performance. The data-driven approach was appreciated by the executive team, and Dr. Peter Brace was instrumental in the project's success

Case Study 4: Agile Transformation and Scrum Implementation at Symantec

Symantec's department embarked on an Agile transformation, integrating the Scrum framework to refine its development processes. Tailored to their specific needs, the shift prioritized collaboration, transparency, and ongoing enhancement. Remarkably, within 90 working days, operational efficiency soared, a product was delivered a month early, and teams fully embraced the Agile approach. Our principal, Naveen, was instrumental in this achievement

AGILE TRANSFORMATION



[Click on the image to watch the video](#)

SELECTED CASE STUDIES

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Case Study 5: Benchmarking Human Resource Management in South Africa

South African firms aimed to measure the ROI of their HR investments, challenging traditional views on HRM's financial impact. We introduced the HReffectSA program, allowing companies to monitor HR metrics and identify five key strategic areas. Jan Vermeulen, our principal, was instrumental in the project's success.

Case Study 6: Transformation at an Asset Maintenance Department, Enhancing Customer Experience

An Australian asset maintenance department sought to standardize its asset management. We introduced a 12-week training program focusing on customer-centricity and practical applications. Following the training, we provided coaching and organized showcases for knowledge reinforcement. The project yielded a detailed playbook with templates, enhancing the team's grasp of asset management and customer focus. Our principal, Laetitia, was key to this success



Click on the image to watch the video



A chess king piece, featuring a crown on top, is positioned on a dark, reflective surface. The piece is in sharp focus, while the surrounding chess pieces and the background are blurred. A semi-transparent blue rectangular overlay is placed over the lower half of the image, containing the text "UNIQUE VALUE PROPOSITION" in white, bold, uppercase letters.

UNIQUE VALUE PROPOSITION

WHY US?

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Transforming your project challenges into opportunities

- 1. Industry Leaders:** Industry Leaders with more than 300 years of combined experience
- 2. Holistic Approach:** SUSAGILE© integrates principles from Agile Manifesto, Lean, Kanban, Scrum, Systems Thinking, and Emotional Intelligence, offering a comprehensive solution for Project Adoption
- 3. Enhanced Success Rate:** Specifically designed to boost the success rate of projects, ensuring your transformation journey is more likely to succeed.
- 4. Certified Agile Coach and Team Doctor:** A unique program that includes a CST and Industrial Psychologist in its framework
- 5. Bridging Knowledge Gaps:** Our comprehensive training modules and resources demystify project methodologies, ensuring your team understands and can effectively implement Agile practices.
- 6. Combatting Cultural Resistance:** We prioritize fostering a collaborative environment helping your organization overcome resistance to change.
- 7. Organizational Alignment:** Our framework provides a clear roadmap to ensure your existing practices harmonize with Project objectives.
- 8. Efficiency and Value:** Drawing from Lean principles, we help organizations streamline processes, maximize customer value, and eliminate wasteful practices
- 9. Emphasis on Emotional Intelligence:** By recognizing the importance of self-awareness and empathy, we address the human-centric challenges of Project adoption.
- 10. Specifically addresses psychological safety:** Project teams must be psychologically safe; our program ensures that they are.

Join us on a transformative journey to project excellence! Together, we'll make a remarkable difference

Click on the boxes to explore more through our published articles





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Thank you.