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## CAPABILITY STATEMENT



# OUR VISION

Thriving people.  
Thriving culture.  
Thriving businesses.

We envision workplaces where people feel supported, capable, and connected, where strong culture and leadership drive sustainable business success.

# OUR MISSION

DNA People & Culture partners with organisations to strengthen their people, culture and leadership foundations.

We provide practical, expert support across workforce capability, organisational reform, and people-centred systems, working alongside leaders as a trusted extension of their team to deliver measurable outcomes and lasting cultural change.

# OUR VALUES

## People First

People are at the centre of everything we do. We believe strong organisations are built by supporting wellbeing, capability and human connection, not just compliance.

## Partnership in Practice

We don't sit on the sidelines. We work shoulder-to-shoulder with our clients as an extra pair of expert hands, adapting our approach to their unique context and challenges.

## Capability & Growth

We are committed to building confidence, skills and leadership capability at every level enabling individuals, teams and organisations to grow and thrive.

## Clarity & Accountability

We bring clarity to complexity. Through structured frameworks, clear communication and practical solutions, we support organisations to make informed decisions and deliver sustainable outcomes.



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# MEET THE DIRECTORS



**Dani Eveleigh**, a results-driven leadership professional with a strong record of delivering strategic business initiatives, organisational reform, and transformational change across government, utilities, and community organisations.

She is recognised for improving operational systems, driving positive workplace cultures, and building efficient, effective programs that strengthen organisational capability. With a personable style, high agility, and a solutions-focused mindset, Dani consistently delivers outcomes in complex, high-pressure environments.

Dani has extensive experience across executive roles spanning People & Culture, organisational transformation, governance and strategic projects, Dani has led major reform initiatives in agencies such as Power Water, Territory Families, Housing and Communities, Northern Land Council, Territory Generation and local government. Her background includes establishing directorates, managing strategic workforce programs, leading community-focused initiatives, and delivering multi-million-dollar change activities. She brings deep expertise in people leadership, compliance, stakeholder engagement, and cultural uplift.

Dani's leadership extends into the community through membership of various not for profit boards and her own not for profit event Walk off the War Within. As a former elected member of the City of Palmerston Council, Dani understands the local government environment and has a strong understanding and commitment to community wellbeing and social impact.

Dani holds a Bachelor Business, Bachelor Arts (Honours), Advanced Diploma Human Resources and a Certificate IV Training and Assessment and is skilled in trauma informed practice.

“Dani has been a joy to work with and I’m grateful for her support in the early days of my business getting up and started.”

DYS

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# MEET THE DIRECTORS



**Ashley Jones** is a motivated and solutions-oriented leader with significant experience delivering cultural transformation, digital change and workforce capability initiatives across higher education, government, defence and community environments.

His work as a Human resources specialist is grounded in a deep understanding of organisational needs, workforce behaviour, system design and cultural alignment. Ashley is highly regarded for his ability to integrate people, technology and strategy to improve organisational performance and workforce development.

Across senior management roles at Charles Darwin University, the NT Department of Health, Customs & Border Protection and the Australian Army, Ashley has delivered large-scale capability uplift programs, digital transformation projects, Corporate restructures and has developed organisational design frameworks, behavioural frameworks, job design and classification tools, and organisational realignment initiatives. His strengths include stakeholder management, learning and development design, performance systems, workforce planning, and leading teams in dynamic and complex settings.

Ashley brings a practical, people-focused approach supported by strong analytical capability and a background in behavioural science. With demonstrated success leading cross-functional programs, supporting organisational transformation and enhancing workforce engagement, he plays a critical role in the DNA People and Culture team's ability to deliver modern, future-ready workforce solutions informed by both lived experience and evidence-based practice.

Ashley holds a Bachelor Behavioural Science, is a certified SFIA practitioner and trained in ITIL V4 processes as well as being skilled in Trauma informed practice.

“Interactive exercises were engaging and fun – especially mediation practice.”

SITZLER

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# SPECIALIST CONSULTANTS

## FELXIBLE SPECIALIST SUPPORT

*We work with a trusted network of specialist consultants and subject matter experts who are engaged as required to ensure each client receives the right expertise at the right time.*

*This flexible model allows us to tailor our approach to the specific needs of each engagement, drawing on deep technical, industry, and regulatory experience where it adds the greatest value. It ensures our clients benefit from high-quality, fit-for-purpose advice and outcomes that are both practical and robust, without unnecessary complexity or cost.*

**Vaughan Westgarth** is an IT governance and change professional with 14 years' experience across the information technology and tertiary education sectors.

He is formally trained in ITIL v4 and PROSCI change management and has developed deep, practical expertise working with SharePoint and the broader Microsoft 365 platform to support business and governance outcomes. Vaughan has held the role of Senior Manager for IT Governance, where he led enterprise-wide IT Change Management, Incident Management, and Records functions. He has delivered and contributed to large, complex projects and has also played a key role in HR-led institutional change initiatives.

As part of his governance responsibilities, Vaughan has supported institutional information privacy activities, requiring a strong working knowledge of privacy obligations, data handling, discovery processes, subpoenas, and freedom of information requests, and how these intersect with enterprise systems and records management.

“This support helped us establish a better structure for our business so that we can focus on growth at the same time as providing quality service to our clients”.

AUTISM NT



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# PROJECTS AND PARTNERS

## **Darwin Youth Services**

- Formulated customised business policies.
- Prepared employee agreements.
- Developed engagement connections with key Government contacts.

## **Smokin Stainless and Everest Homes**

- Developed a tender library of comprehensive documents.
- Wrote and submitted a tender response for the Modular Panel Contract issued by Department of Infrastructure Planning and Logistics.

## **Autism NT**

- Re-designed organisational structure.
- Implemented strategies and practices to improve workplace culture and workplace attrition.

## **Bendjil Culture**

- Developed grant submission for Youth Boot Camps issued by Department of Territory Families.
- Developed engagement connections with key Government contacts.

## **Various Government Departments**

- Provided recruitment support including scribing, review of applications, completing reference checks, conducting interviews and the completion of Selection Reports.
- Established the Housing Practice & Integrity Directorate embedding governance, policy frameworks, performance standards and improved operational accountability.
- Led the Remote Rent Framework reform across 73 NT communities,

shaping policy, improving operational delivery, and coordinating Cabinet submissions and Ministerial briefings.

## **Power and Water Corporation**

- Led critical components of the separation into three standalone utilities (Power and Water, Jacana Energy, and Territory Generation), ensuring workforce readiness, industrial relations stability, and alignment of people, systems and governance frameworks across all entities.

## **Territory Generation**

- Delivered major organisational reform, including a \$101M transformational change program, workforce redesign, cultural change strategy and implementation of a new operational model.

## **F and J Bitumen Pty Ltd, Mumma Ducks Butcher and Mrs Frogs Cafe**

- Provision of end-to-end Human Resources and Industrial Relations support.
- International recruitment including liaison with Migration NT to obtainment of employee visas.

## **Nightcliff Family Centre**

- Delivery of new Strategic Plan including action plans and reporting frameworks.

## **Sitzler Pty Ltd**

- Provision of Human Resources support including review of policy and procedure framework and advising on specific HR practices.
- Development and delivery of Leadership program for Civil team.

### Various Northern Territory Schools

- Provision of recruitment support including scribing, review of applications, completing reference checks, conducting interviews and the completion of Selection Reports.

### Various Local Government Councils

- Review of records documentation, digitisation, re-design of records management frameworks for legislative alignment and improvement of Sharepoint structures.
- Completion of workplace investigations and delivery of contextualised corporate training.

### Other

- Strengthened organisational capability across a range of NT entities, including Saltbush Social Enterprises, Northern Land Council, East Arnhem Shire Council, and Project Sea Dragon, delivering workforce frameworks, governance reform, HR systems, and operational readiness.
- Managed complex HR, IR/ER, WHS, grievance, and Code of Conduct matters across multiple agencies and organisations, providing high-level, evidence-based advice to executives, CEOs, Boards and elected representatives.
- Delivered strategic workforce, governance and compliance improvements for not-for-profits, community organisations and regional service providers, ensuring alignment with regulatory requirements, funding obligations and operational best practice.



“Great leadership program – worth attending! We need this across the whole business.”

SITZLER

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# KEY SERVICES AND AREAS OF SPECIALITY

## **Workforce Capability & Leadership Development**

Tailored programs designed to strengthen workforce skills, uplift leadership capability, and enhance organisational effectiveness. Our development approaches focus on behavioural change, reflective practice, and building confident, capable teams that contribute to long-term business success.

## **People & Culture Leadership**

End-to-end HR support encompassing recruitment, onboarding, leadership development, performance management and culture initiatives. We help organisations attract, retain and grow talent while building workplaces that are communicative, aligned, resilient and focused on continuous improvement.

## **Workplace Conduct & Performance Management**

Comprehensive support across workplace investigations, conduct matters, incident management, performance improvement and capability development. We ensure issues are managed professionally, fairly and in line with legislative, policy and procedural requirements.

## **Organisational Reform & Change Management**

Expertise in designing and delivering organisational reform, including structural reviews, operating model redesign, cultural change strategies and workforce transition planning. We support leaders and teams through change with clear communication, engagement, and a focus on embedding sustainable improvements.





### **Local Government**

Specialised experience supporting councils with governance, workforce capability, strategic planning and community-focused service delivery. We understand the unique operating environment of local government and provide practical, place-based solutions.

### **Government Governance & Accountability**

Strong capability in designing and strengthening governance frameworks, compliance systems and decision-making structures for government and funded organisations. We help clients meet their obligations with clarity, integrity and confidence.

### **Strategic Engagement & Stakeholder Alignment**

Expertise in navigating complex stakeholder environments and delivering engagement strategies that build trust, drive collaboration and support shared strategic outcomes across government, community and industry.

### **Digital Strategy, ICT Governance & Service Management**

Specialist expertise in shaping digital strategy, strengthening ICT governance, and delivering high-quality, fit-for-purpose technology services. We support organisations to embed robust ITIL practices, improve service design and delivery, uplift digital capability maturity, and align technology solutions with strategic business priorities. Our capability spans enterprise ICT planning, risk and compliance frameworks, business partnership, service transformation, and organisational change aimed at creating resilient, secure and future-ready digital environments.

“Dani has been an incredible support to my business, especially when it comes to grant writing and proposal preparation. Her attention to detail, reliability and proactive attitude have made a huge difference. Dani is always on time, always prepared, and genuinely eager to make things happen.”

DYS

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# OUR VOLUNTEER WORK

## **Veterans Voices Conference**

Conceptualised and coordinated the inaugural Veterans Voices Conference, successfully engaging NT Government, Defence organisations, community groups and veteran families to deliver a large-scale, Territory-first event.

## **Walking Off The War Within**

NT Coordinators for Walking Off the War Within annual event since 2017, fostering community connection and trauma awareness among veterans and first responders.

“I really appreciate your work on this process, and you did a fantastic job on the reports, thank you!!”

NTG





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## WHY CHOOSE DNA

- 20+ years senior executive leadership across government and complex systems
- Strong capability in governance, compliance and organisational accountability
- Extensive experience delivering reform across remote and multicultural environments
- Evidence-based, place-based, culturally safe approaches
- High-level Ministerial, Cabinet and Executive communication expertise
- Agile, mobile and responsive service delivery across the NT

“Dani continues to be a valued and trusted partner in supporting our company’s people management framework and ensuring our HR processes align with industry best practice.”

F AND J BITUMEN



We don't just deliver services –  
we partner with you to ensure our  
services are contextualised for your  
organisation needs. This ensures we  
deliver real, measurable impact.



**DNA People & Culture**

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