

Sarah Glenister

Email: sarah@changethatmatters.com.au

LinkedIn: www.linkedin.com/in/sarahglenister1

Citizenship: Dual Australian and UK

I help leaders and managers navigate, plan and thrive in complexity. I deliver services that engage people and align organisations, so they have better conversations, make better decisions and develop better strategies ensuring collaboration, inclusiveness and transparency.

With more than 15 years experience in senior roles such as Director of Change Management, Executive Director of Workforce, Director Corporate Services, Area Director Mental Health Services, Director of Financial Transition and my training in psychology, neuroscience and education, I am positioned for senior roles that require a focus on Strategy and Complexity.

Key projects - summary

Convening Australasian Change Days, an international 3 day virtual conference

As an experienced facilitator and trained Art of Hosting practitioner, with a passion for collaboration and co-design, I convened the first and second Australasian Change Days in 2020 and 2021, with the third event scheduled for September 2022. Leading a team of volunteers, I created a safe space for more than 100 people to have deep conversations, be creative and get practical help in Change and Transformation.

Developing the Change Strategy for a large IT project in a Government Department

Post machinery of government saw the amalgamation of two government departments plus the rollout of a bold Digital Strategy. Working with the Board, I delivered a comprehensive change strategy to support the journey. Although largely a linear change process in the operationalising of the roll out, the strategy was more complex given the significant cultural challenges at all levels of the organisation.

Launching a \$100M initiative on ocean health, Munderoo Foundation

Getting global attention and commitment from leaders of established Ocean and Environmental groups and establishing collaborative agreements with 45 of the top 50 universities in the world for marine science.

Design and delivery of a new mental health service, East Metro Health

I led the development of a specialist youth mental health service for youth aged between 16 and 24 for the State of Western Australia including introducing new ways of staffing, improvements in facility design and importantly how to build community partnerships that will result in shorter stays in hospital.

Interagency partnerships, East Metro Health

The pilot program between WA Police and Health, which included having mental health workers working alongside sworn officers was a huge success and was given funding to continue. The results included reduced time off the road for police as patients were fast tracked through Emergency, reduction in restraint, faster responses to suicide and self harm.

Delivery of initiatives to reduce budget deficit, South Metro Health

I managed a program of eleven initiatives which had a focus on reducing a significant budget deficit. These projects covered both revenue generation and expenditure, coding and pricing, systems redesign and reporting.

Business case development, WA Health

I developed the Business Case to establish a Program Management across WA Health for the Director General and Minister for Health. The Business Case was approved and then I developed the strategy to establish and operationalise the service.

Organisation wide reconfiguration, South Metro Health

I developed and implemented a Change Management Plan to support organisational wide reconfiguration of hospital and clinical services., stakeholder management and the facilitation of the Change Engagement Network, 160 staff across 7 sites. I managed the change activities across all SMHS hospital sites.

Workforce Modelling, South Metro Health

I led the workforce modelling team as part of my role as the Director of Workforce Planning. In the lead up to the commissioning of a new 600+ bed tertiary hospital, a smaller 70 bed general hospital was expanding services and increasing capacity to 300 beds. This provided a good pilot study for workforce modelling.

Reconfiguration and centralisation of series, ImagingWest, WA Health

I was appointed to centralise the non-clinical aspects of radiology and nuclear medicine due to the long-standing range of strategic and operational issues that were impacting on service planning delivery, cost effectiveness, quality, management, education and communication.

Education and professional qualifications

Bachelor of Psychology (Organisational) Murdoch University

Graduate Diploma of Education (Guidance and Counselling) University of WA

Professional development:

| | |
|--|----------------------------------|
| 2021 Cynefin – Masterclass training | Cynefin Academy & Cognitive Edge |
| 2021 Behavioural Economics (MBA level) | Ogilvy Consulting |
| 2020 Art of Hosting (Facilitation) | SOAR |
| 2020 Leading Transformation | RedQuadrant Academy |
| 2018 Lean Agile Facilitator | Lean Change Academy |