



HUW THOMAS

LEAD, MANAGE & GOVERN A STRATEGICALLY FOCUSED, ADAPTIVE ORGANISATION

Services Overview

huwthomas.com.au



INTRODUCTION



Hi, I'm Huw Thomas

Strategic Change Expert

I help organisations strategize and lead transformative change. This includes helping executive teams develop and oversee successful, transformation strategies and developing managers into transformational change leaders. In short, I help you master change.



WHAT OTHER CLIENTS SAY ABOUT HUW

"Huw confidently challenges and supports senior leaders, ensuring they take ownership, while bringing out their best."

Graham Millett
Chief Executive Officer, Western Sydney Airport

"We benefitted immensely from the program Huw designed and helped us launch with regard to our new organisational culture."

Niroshika Williams
HR Director, Seiko

"I can honestly say that my time with Huw was a real turning point in my career and drove me to not only become a better leader but to deliver better and stronger outcomes within my role and those I was leading.."

Gareth Sheriff
General Manager, Super Retail Group

"I wanted to express my sincere gratitude for your insightful and engaging talk at our workshop. Your expertise and passion truly resonated with our audience, and your contribution made the event a great success."

Dragan Tomic
Project Officer, Australian Disability Network

"Huw is a world class coach and mentor; he is tactful and is a natural facilitator. It's never about him, he focuses absolutely on his clients' needs and what the end goal is."

Kristine Condell
Chief People & Culture Officer, Moran Aged Care

"Very grateful for Huw. His client-focused approach, combined with composure, clarity, and confidence, has helped me elevate my executive leadership skills."

Kim McConnie
Chief Marketing Officer, Tourism & Events Queensland

"We worked with Huw Thomas on an extensive change management program, supporting the complete restructure of a 1600 FTE public service agency. Huw has been an essential partner in this project and proved to be an excellent fit for us."

Robert Quirk
Executive Director, NSW National Parks & Wildlife Service

"Thanks again and well done on delivering such an impactful and engaging session. It clearly resonated."

Michael Rolik
Director, Organisational Development and Culture



SOME ORGANISATIONS HUW HAS WORKED WITH

 InvoCare


origin

BHP

 **nab**

 THE a2 MILK COMPANY®
FEEL THE DIFFERENCE


RESERVE BANK
OF AUSTRALIA

 **Westpac**

**TEACHERS
HEALTH** 

CCA
COCA-COLA AMATIL

MERCK

 **accenture**

 **ORGANON**

AMP 


Cerebral Palsy
ALLIANCE

FOXTEL

WSA Co

 Western
Sydney
Airport

 **sydney
METRO**

nbn™ 

icare™

SEIKO

 Commonwealth
Bank

CONTENTS

01.

The need

02.

The thinking

03.

The offerings: Speaking | Coaching | Facilitation | Advisory

04.

Get connected

WHY GET BETTER AT CHANGE?

The ability to influence and adapt to change is the new corporate super-power.

Organisationally

- ▶ Get greater returns on change investment (ROCI)
- ▶ Increase employee support and adoption of change
- ▶ Mitigate the psychosocial risk of chaotic change and the associated legal and financial implications
- ▶ Make strategy implementation work
- ▶ Reduce change resistance in your culture
- ▶ Equip leaders with the skills to create trusting, committed followers
- ▶ Gain a competitive advantage by being first to adapt organizationally to customer preferences
- ▶ Boost employee engagement.

Individually

- ▶ Future-proof your career
- ▶ Better influence team performance
- ▶ Routinely equip yourself with new perspectives and skills
- ▶ Conquer your workload
- ▶ Increase career fulfillment
- ▶ Stay engaged, productive and performing
- ▶ Stay relevant amid increasing talent competitiveness
- ▶ Be ready, willing and able to accept the best opportunities
- ▶ Earn respect and industry recognition for your impact.

"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change."

- Charles Darwin

MEASURES OF SUCCESS & BUSINESS VALUE

The new capabilities, focus and insights your executive team and organisation will experience when working with Huw will enable tremendous organisational benefits and lead to a significant return on your transformation investment.



Increased odds of transformation success

Scale and complexity makes transformation success far from assured. The key success factor repeatedly shown to be true, is the effectiveness of executive leadership, management and governance. By investing in the right support for the executive team, your chances of transformation success will be significantly increased.



Increased return on change investment

With a major transformation or growth investment and even more potential benefits at stake, a small investment in capability-building and the right expertise, stands to increase the degree of workforce support, adoption and benefits that are realized. This could mean millions more dollars in value captured for your organisation and its stakeholders for years to come.



Increased executive capability, confidence and clarity

Leading change is a mammoth challenge for executive leaders. With inevitable resistance from the workforce and other stakeholders, it can take a toll if leaders are not well supported. Retaining leaders, keeping them engaged and performing at their best is essential. We can ensure this by creating the space for executives to connect, share knowledge and energise each other, with experienced guidance.



SERVICE OFFERINGS

**Acquire masterful change expertise
through the mode that suits you and your
organisation.**



TRAINING

Huw offers group development programs designed to enable strategic thinking, lead performance improvement and influence large-scale behavioural change. He also designs bespoke leadership development courses tailored to your organisational context and unique team needs.

"My time with Huw was a real turning point in my career and drove me to not only become a better leader but to deliver better and stronger outcomes within my role and those I was leading."

Gareth Sherriff

Regional General Manager, Super Retail Group



HOW-TO-CHANGE-ANYTHING

CHANGE LEADER PROGRAM

Unlock the secret weapon for transformational success and greater returns on change investments: committed, capable change leaders in your management ranks.

Why you managers need this growth experience

Change is all anyone talks about, yet how do it remains a mystery to most. In fact, most organisations waste millions of dollars each year on change programs that fail to deliver worthwhile benefits.

That's because implementing change at any scale is incredibly difficult and fraught with risk. Yet, most organisations over-rely on siloed project teams or managers who lack the skills to engage people in change. The damaging productivity and cultural toll these issue have on your people is incalculable.

The good news is, with the right expertise, you can unlock the most potent force for change in your organisation: an army of committed, capable change leaders throughout your management ranks.

The 'How to Change Anything' workshop turns managers and executives into transformational change leaders. This highly engaging, interactive program teaches Huw's unique, research-backed behaviour-change model that can be applied to any individual, team or organisational change or performance goal. Your organisation will get an immediate change and leadership boost.

This program will help your experienced managers:

1. Confidently engage their people to activate commitment to change and growth
2. Understand their critical role in aligning themselves and their people to new strategic directions
3. Shift their mindset from 'activities and implementation' to 'readiness, adoption and value creation' when leading their people through change
4. Apply practical tools and proven research-backed principles to start influencing change right away
5. Shift their mindset from 'change victim', to 'change owner' and break the costly cycle of avoiding accountability for change.

[Contact Huw](#) to register your interest and get a briefing on the How to Change Anything program



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www.huwthomas.com.au

HTCA CHANGE LEADER WORKSHOP AGENDA

The HTCA Change Leader Workshop is proven to deliver rapid organisational, and behaviour change insights, understanding and leadership uplift. This content involves a workshop delivered virtually as 1x full day, 2x three-hour sessions or 3x two-hour sessions with a series of pre-work exploration and post-workshop reinforcement activities that follow.

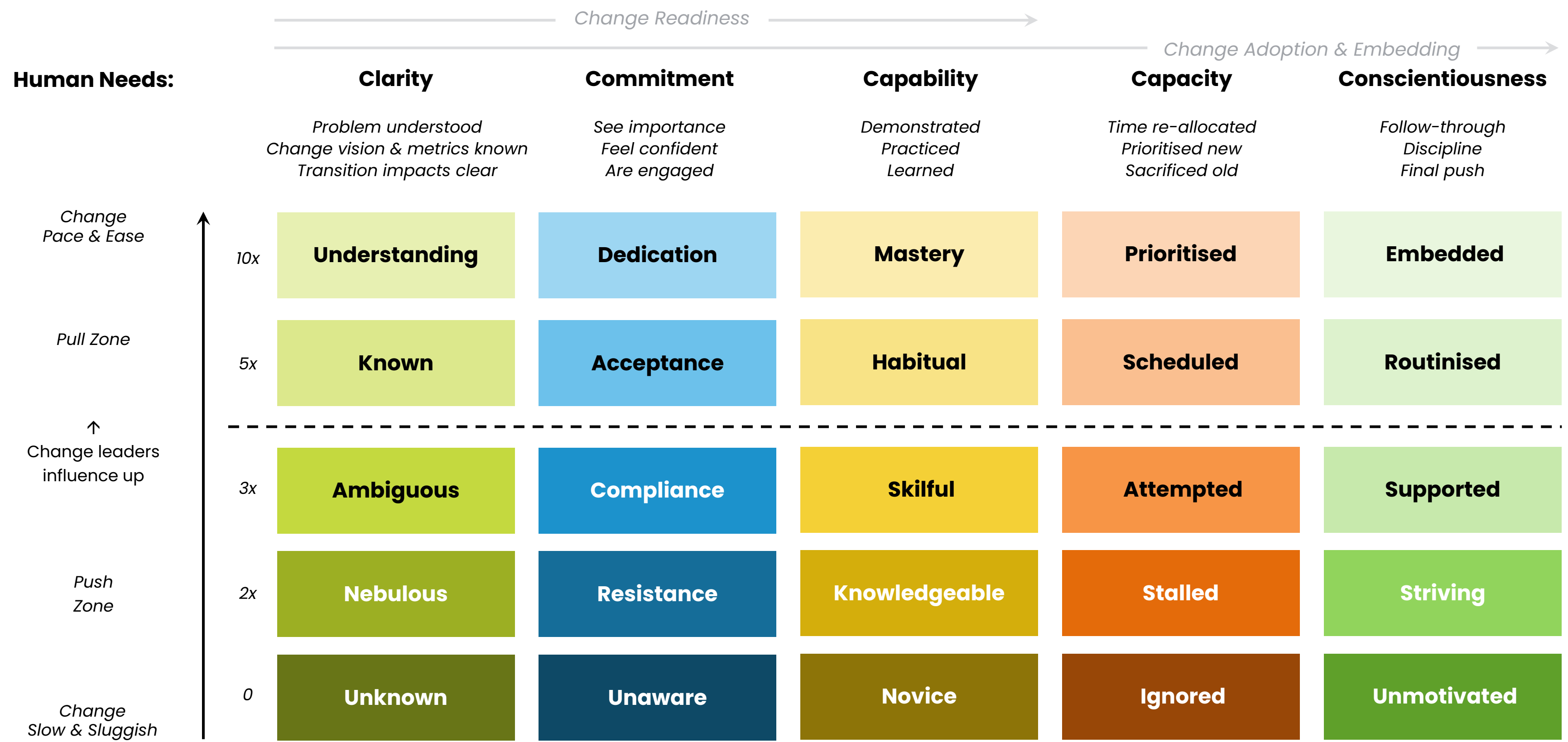


Topic	Content
People & business risks in change	What to expect: the psychological, political & rational reasons people resist change & the business risks & impacts of not addressing them.
Change & leadership needs across phases	Examine the common phases of change from readiness, transition and embedding, & the employee experience & leadership priorities in each.
Change clarity and driving commitment	Unveil the value and methods for inspiring commitment through clarity of problem, long-term vision, dialogue & engagement; apply coaching techniques to address resistance, confusion and how to control the narrative and 'change frame'.
Transformational leadership self-assessment & actions	Explore & self-assess against the traits of a transformational leader (including global thinking, future-orientation, innovation, change & people-centredness); identify leader development and practice needs.
Prioritisation & capacity for change	Understand prioritisation & necessary sacrifices; importance of impact forecasting & freeing up time for teams to spend understanding & adopting changes.
Following through for rapid transition & embedding	How to reduce friction, speed up transition and embed change by being people-centred and nurturing change leadership at all levels.
All sessions include:	Concepts, pre-work actions, group coaching, peer-to-peer discussion groups, Q&A & application of concepts to leaders' projects. A workbook covering the whole program is provided, including tools for on-the-job application.

ANCHOR MODEL: HOW-TO-CHANGE-ANYTHING (HTCA) ©

THE CHANGE LEADER'S ROLE TO 'INFLUENCE UP'

Unlike some change frameworks that focus on leader competencies or cookie-cutter project methodologies, Huw's HTCA model centres around the needs of those impacted by change. The HTCA Workshop challenges leaders' perceptions of their role in change. It also develops their ability to elevate their people or stakeholders up the ladder, where greater speed and ease of implementation, readiness & adoption is unlocked.



CHANGE MANAGEMENT ESSENTIALS

WORKSHOP



Those who are new to the art and science of change management often mistakenly perceive it is about implementing systems, processes and structures with some supportive training and communications. This program teaches the essentials of change management to non-change managers. It shifts focus from implementing stuff, to creating lasting organisational value. The course also teaches tactics for how to influence large workforces to support, adopt, build capability and shift their behaviour, which are the true value-drivers of change management.

01.

AUDIENCE

Mid-large organisations that lack a specialist change management function and practitioners. Here change management is often practiced by HR teams, project managers and responsible for driving change. They will benefit most from this program.

02.

TEAM OUTCOMES

- ▶ Increase team change capability
- ▶ Increased employee & stakeholder support for projects
- ▶ Mitigate project change risks
- ▶ Increased clarity and confidence in change plans
- ▶ Increase organisational focus on change management

03.

SCOPE

A one-day workshop, ideally delivered in-person, with virtual delivery also available.

04.

BUSINESS BENEFITS

- ▶ Increase the likelihood of change project success
- ▶ Realise project business case benefits faster
- ▶ Reduced disruption to customers and operations
- ▶ Reduced operational risks during change

GOVERNING ORGANISATIONAL CHANGE

WORKSHOP



Executives charged with sponsoring major change initiatives are rarely given the change management, governance and transformational leadership skills needed to ensure their project not only 'implements' but also delivers all intended benefits. By delegating heavily to project teams (who often have conflicting priorities and incentives) sponsors leave much to chance. Huw helps executives govern programs like a non-executive director governs a corporate entity, ensuring focus beyond implementation, towards understanding impacts, gaining stakeholder support, enabling adoption and driving to realise all business benefits.

01.

AUDIENCE

Executive teams or division leaders tasked with leading and sponsoring a major technology or other organisational change program, with significant employee impacts and a project team to oversee.

02.

LEADER OUTCOMES

- ▶ Govern & lead high performing project teams
- ▶ Increased employee & stakeholder support
- ▶ Reduced rework on unforeseen issues arising
- ▶ Increased clarity and confidence in plans
- ▶ Greater executive & workforce alignment

03.

SCOPE

A half-day workshop plus a series of practical tools that can be applied immediately to projects. May also be delivered as a 1:1 mentoring program with a flexible delivery structure.

04.

BUSINESS BENEFITS

- ▶ Realise business case benefits faster
- ▶ Reduced disruption to customers and operations
- ▶ Reduced operational risks
- ▶ Reduced risk of unwanted turnover of top talent
- ▶ Increased long-term capability of leaders
- ▶ Increased resource productivity



STRATEGIC MINDSET **WORKSHOP**



The ultimate business leader focuses relentlessly on strategic value creation, not task completion. Stepping up from a high-performing team member or manager to a senior leader requires a vastly different mental orientation – to influence and govern their team’s work and ensure value without getting lost in detail. This short, high-impact program can help anyone execute with an understanding of purpose, outcomes, metrics, enablers, barriers and influence, to guarantee value creation.

01.

AUDIENCE

High-performing or high-potential mid-senior leaders who need to elevate their thinking and behaviour to a more strategic, executive level.

03.

SCOPE

A one-day workshop, transferring skills, challenging existing norms and habits and providing simple tools for immediate application and re-use.

02.

PEOPLE OUTCOMES

- ▶ Apply strategic thinking to everyday actions
- ▶ Increase productivity & reduce rework
- ▶ Get more rapid results
- ▶ Greater role fulfillment

04.

BUSINESS BENEFITS

- ▶ Increased workforce productivity
- ▶ Faster realisation of strategic goals
- ▶ Reduced burden on executive team
- ▶ Retain high-performers by investing in their growth
- ▶ Strengthen culture via effective senior leaders

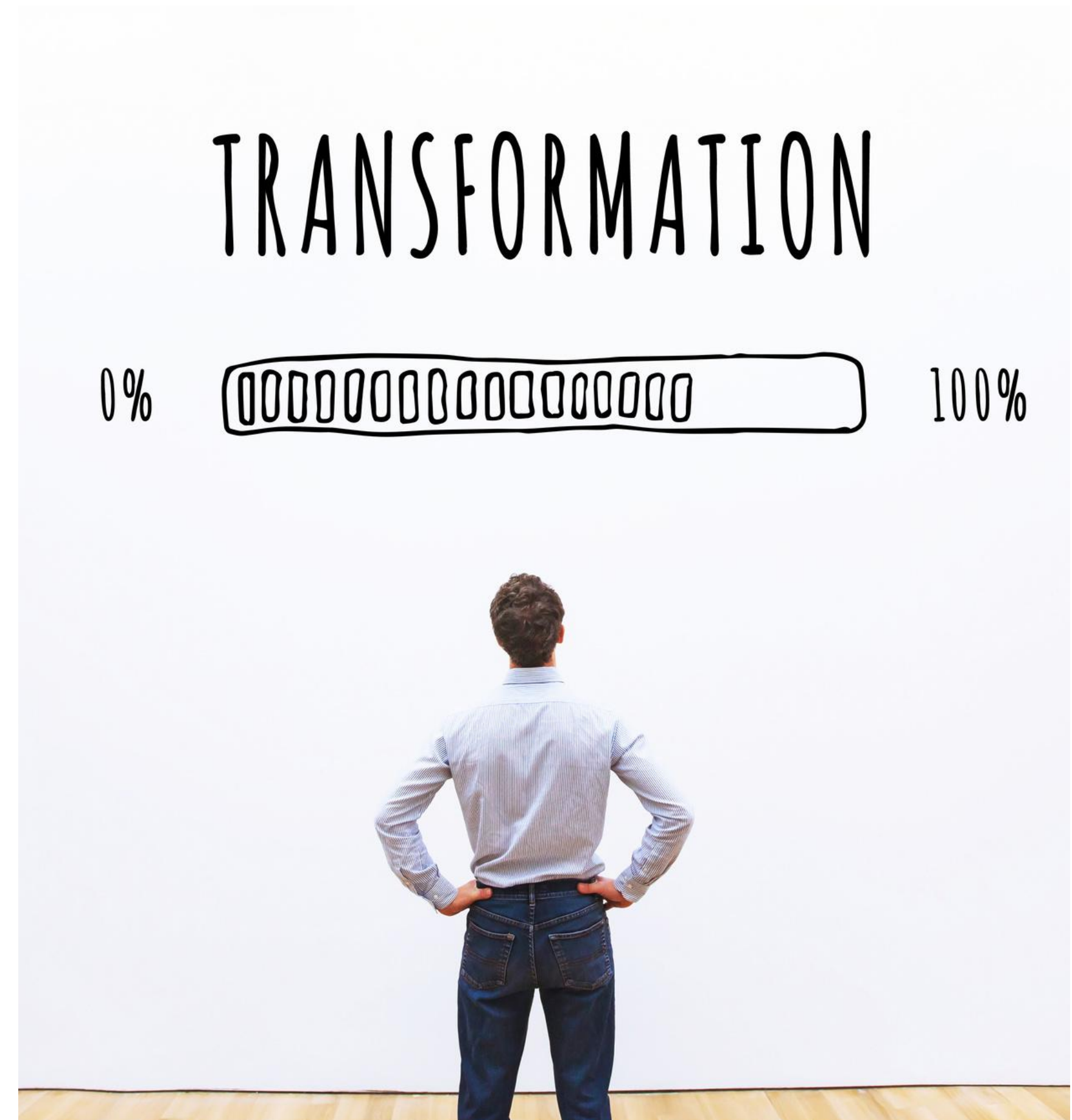
ADVISORY CONSULTING

Activate workforce and stakeholder support, adoption and greater commercial returns on your next transformational change investment, with expert advisory support. Without expert guidance, you're gambling millions of dollars in capital invested and potential benefits for years to come.

"We worked with Huw Thomas on an extensive change management program, supporting the complete restructure of a 1600 FTE public service agency. Huw has been an essential partner in this project and proved to be an excellent fit for our organisation."

Robert Quirk

Executive Director, NSW National Parks & Wildlife Service



CHANGE MATURITY DEVELOPMENT PROGRAM

ADVISORY



A large organisation's ability to rapidly and effectively implement change is a key driver of competitiveness. Implementation of software and other 'solutions' does not guarantee business value generation. The missing link is often user adoption driven by influencing the motivation and behaviour of employees. This is where true value is realised. However, most organisations lack the systems, processes and culture that setup projects for successful adoption and ROI. Traditional change management lacks the ability to make this happen. It requires effective governance and leadership at an enterprise portfolio level and several organisational assets across the business.

01.

AUDIENCE

Executive teams tasked with leading and governing a portfolio of change initiatives with millions of dollars in investment and benefits at stake.

03.

SCOPE

An eight-week, rapid diagnostic assessment of enterprise change capability, spanning delivery functions and business. Includes recommendations to increase change effectiveness and ROI of change programs, followed by optional advisory support for rapid implementation.

02.

CHANGE OUTCOMES

- ▶ Fast-track time to execute, embed change
- ▶ Increased employee & stakeholder support
- ▶ Reduced rework on unforeseen issues arising
- ▶ Increased clarity and confidence in plans
- ▶ Greater executive & workforce alignment

04.

BUSINESS BENEFITS

- ▶ Realise project business case benefits faster
- ▶ Reduced disruption to customers and operations
- ▶ Reduced operational and psychosocial risks
- ▶ Reduced risk of unwanted turnover of top talent
- ▶ Increased long-term capability of leaders
- ▶ Increased resource productivity



ENTERPRISE TRANSFORMATION

CHANGE ADVISORY



Advanced change management advice is largely inaccessible without hiring an expensive, full-time change manager and most lack the strategy and executive leadership experience. To manage costs, some organisations employ lower cost change managers but this often results in poorly thought-through change strategies and execution or a lack of business acumen and stakeholder influencing skills to make the required impact. Organisations engage Huw to act as their on-demand transformation director to advise executives and project teams in their early planning stages or through execution. This ensures appropriate resourcing, understanding of behavioural and cultural impacts, development of achievable change management strategies and sharing of expertise to ensure success.

01.

AUDIENCE

CEOs and executive sponsors of major projects and their project teams.

03.

SCOPE

Engage Huw via an on-demand advisory retainer or an agreed fee for output or outcome. Access the expertise when you need it without paying a full-time consultant or executive.

02.

PROJECT OUTCOMES

- ▶ Insight into complex behaviour change needs
- ▶ Create change strategies to match needs
- ▶ Ensure change foundations are in place
- ▶ Increased stakeholder support for the project
- ▶ Increased workforce adoption of changes
- ▶ Bridge gap between project team and business

04.

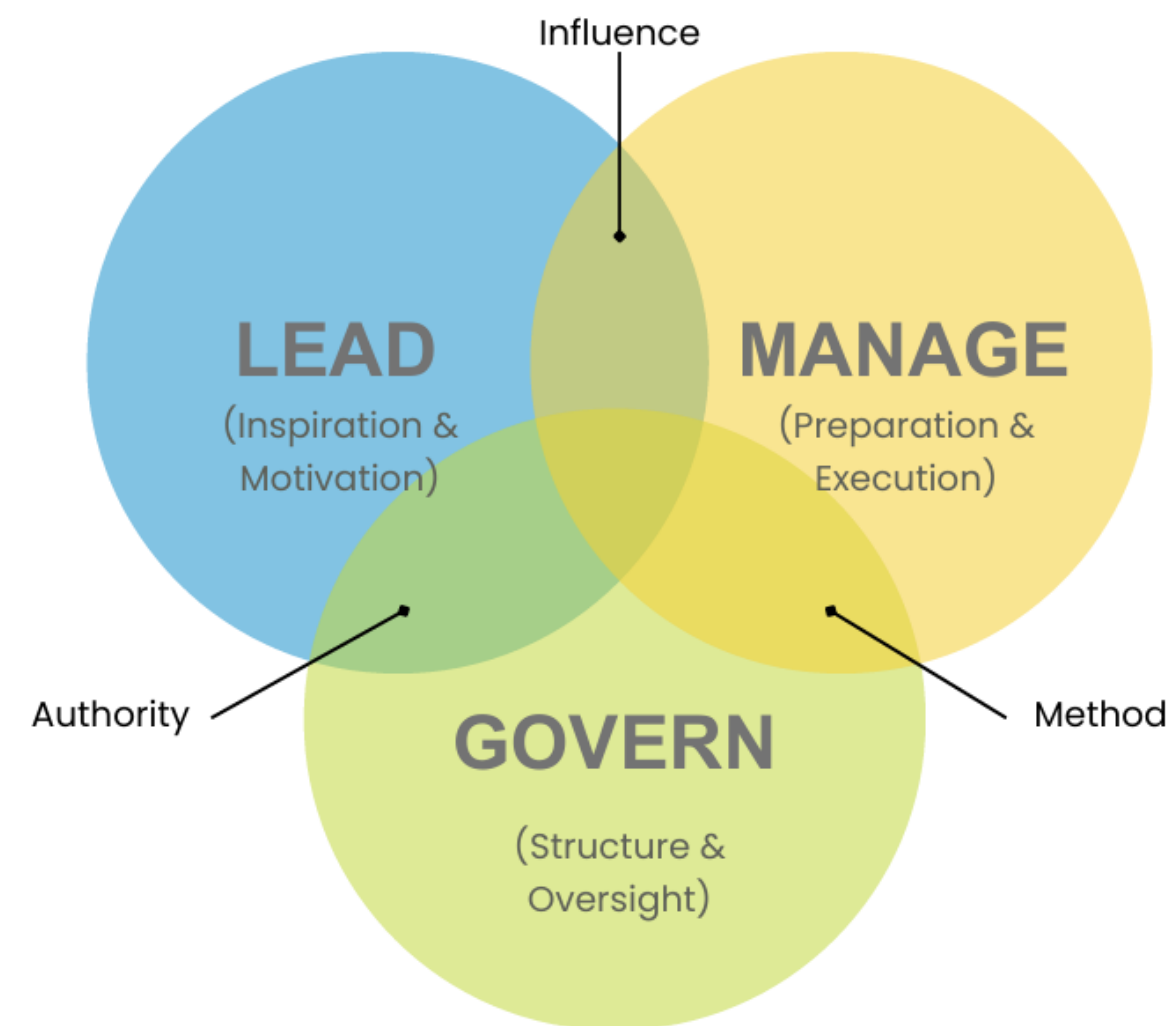
BUSINESS BENEFITS

- ▶ Increase ROI on change program investments
- ▶ Avoid costly full-time change director hires
- ▶ Reduced risk of wasted change investments



STRATEGIC AND COMMERCIAL SMART ORGANISATIONAL CHANGE

Huw's recent whitepaper was written to help senior leaders understand the common problems hindering change and the commercial value of investing in effective change leadership, management and governance.



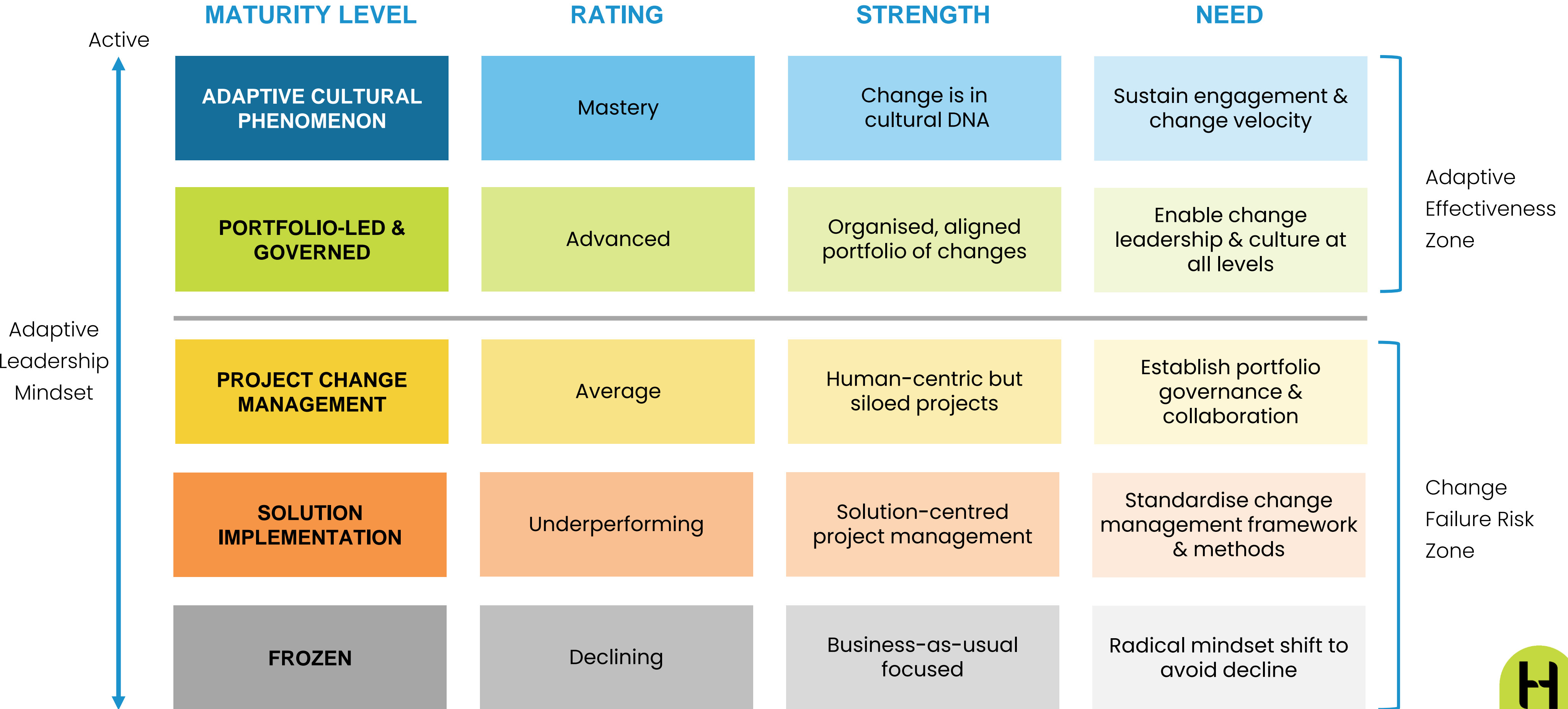
From the whitepaper: Five common reasons organisational change programs fail:

1. Lack of current-to-future-state clarity
2. Insufficient commitment and engagement with employees
3. Lack of transformational change leadership capability
4. Unrealistic volume and sequencing of changes
5. Absent of misapplied change management resources, frameworks, methodology or delivery standards



CHANGE MATURITY LADDER

When a deep understanding of behaviour change is integrated into leadership, program delivery and organisational culture, the ease of achieving strategic goals increases dramatically.



LEADING RE-ORGANISATION & M&A

CHANGE ADVISORY



Re-organisation is a high-stakes leadership challenge, where success or failure comes down to the capability and attentiveness of executives. Business cases for mergers and acquisitions promise big benefits but never account for the hidden M&A killer: humans! With decades of cultural norms, habits and talent practices engrained in each business, is it any wonder most M&A programs take years to realise any benefits? Huw provides flexible, on-demand advice, facilitation and coaching to executives leading re-organisation changes, to avoid costly operational setbacks, get employee culture onside and capture more benefits, faster.

01.

AUDIENCE

Executive teams or division leadership teams, tasked with leading a major re-organisation or M&A integration.

02.

RE-ORG OUTCOMES

- ▶ Fast-track time to execute, embed change
- ▶ Increased employee & stakeholder support
- ▶ Reduced rework on unforeseen issues arising
- ▶ Increased clarity and confidence in plans
- ▶ Greater executive & workforce alignment

03.

SCOPE

Engage Huw via an on-demand advisory retainer. On-call to selected executives. Available for key meetings and facilitation of alignment workshops. Access the expertise when you need it without paying a full-time consultant or executive.

04.

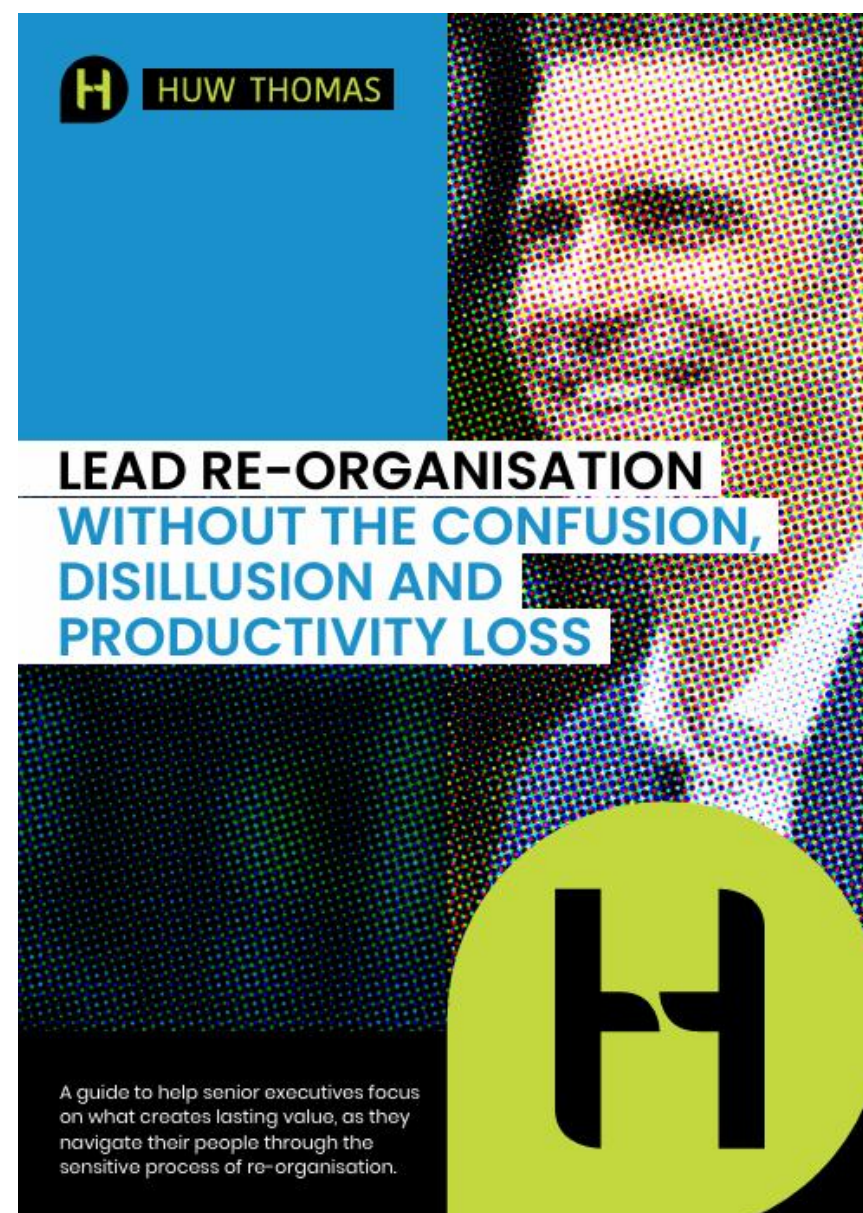
BUSINESS BENEFITS

- ▶ Realise business case benefits faster
- ▶ Reduced disruption to customers and operations
- ▶ Reduced operational risks
- ▶ Reduced risk of unwanted turnover of top talent
- ▶ Increased long-term capability of leaders
- ▶ Increased resource productivity



LEAD RE-ORGANISATION WITHOUT THE CONFUSION, DISILLUSION & PRODUCTIVITY LOSS

This whitepaper sheds light on the challenge and priorities for leaders to consider during re-organisation. Huw weaves these specialist insights into your program where applicable.



Fall Short

80%

80% of re-organisations fail to deliver the hoped-for value in the time planned.

Set Detailed Goals

15%

The portion of executives who set detailed business objectives for their re-org.

Cause Real Damage

10%

The portion that cause lasting damage.

Just for 'Shake up'

17%

The portion of re-org execute for the sole purpose of a new executive's entrance.

10 tips from Huw's whitepaper:

1. Learn from history
2. Sustain your vision
3. Explain the story
4. Track people metrics
5. Strive for employee support
6. Create certainty
7. Humanize it
8. Manager dialogue
9. Workforce-wide updates
10. Collective executive accountability



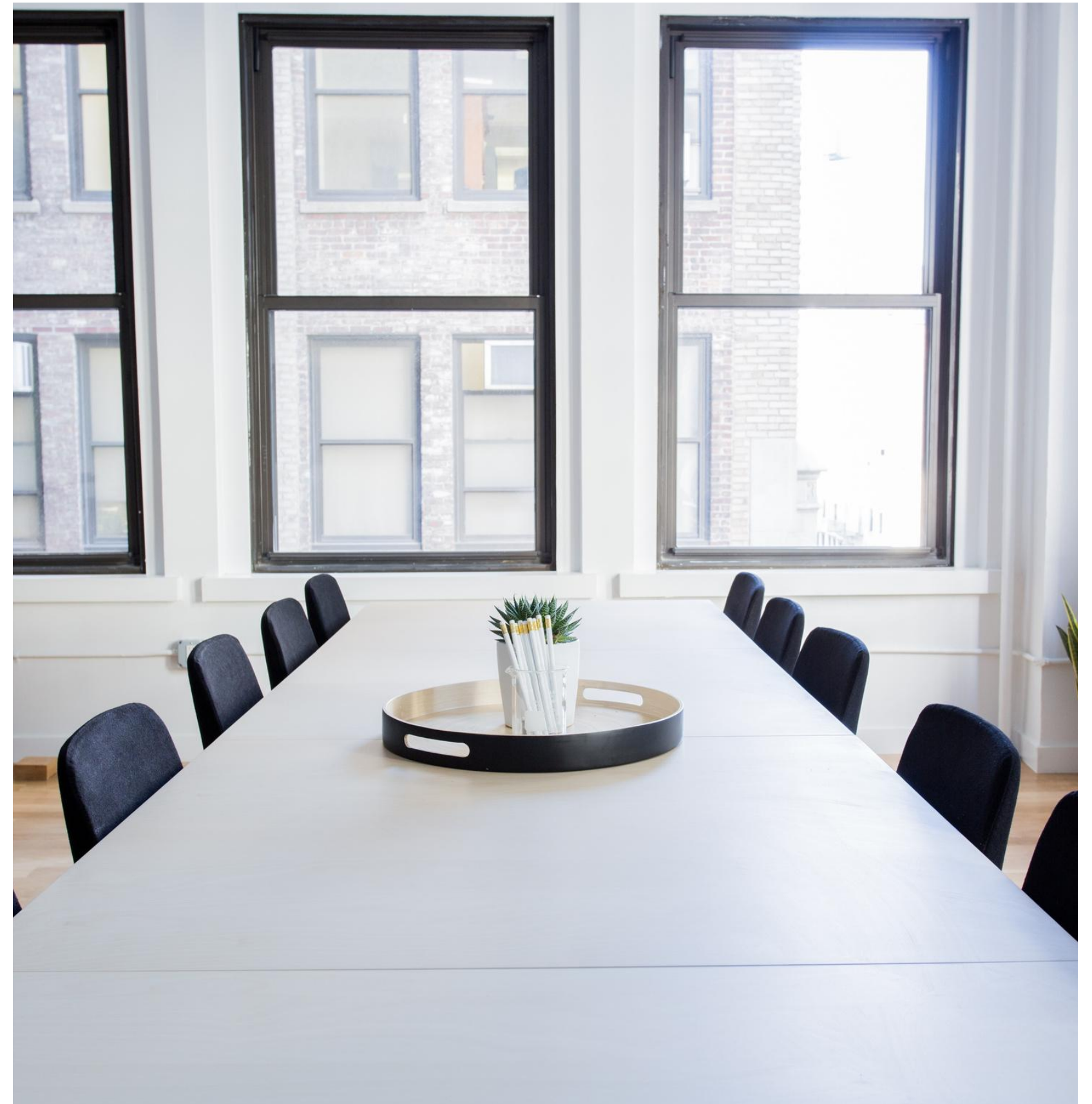
FACILITATION

Bring a balance of challenge and support to ensure your team gets clarity and takes ownership. Huw has facilitated hundreds of executive offsites, leadership, strategy & culture workshops. He has worked across dozens of industries giving him a rare understanding of common value drivers and the ability to rapidly home in on the unique strategic and cultural forces at play.

"Huw confidently challenges and supports senior leaders, ensuring they take ownership, while bringing out their best."

Graham Millett

Chief Executive Officer, Western Sydney Airport (former)



STRATEGIC LEADERSHIP THROUGH STRATEGY DEVELOPMENT

Strategic thinking, strategy development and innovation

Purpose: Leverage the collective experience, market insight and strategic thinking of the team to clarify and refine your organisation's long-term strategy and the innovation, change and leadership needed to execute.

Objectives:

1. Deepen strategic thinking skills using industry and business frameworks
2. Cultivate an innovation mindset to identify opportunities and respond to disruption
3. Encourage collaborative problem-solving around real-world challenges in the travel industry.

Outcomes:

1. A toolkit of strategic frameworks and innovation methodologies
2. Practical experience in collaborative strategic planning and design thinking
3. Clear action plans connecting leadership, innovation and change to organisational strategy.

Example Topic / Agenda Items:

1. *Mastering strategy and strategic thinking:* presentation of various strategy frameworks, differentiating strategy from planning, operations and implementation and the mindset required for strategic leadership
2. *Understanding the current marketplace:* group activity to analyse key competitors/categories, regulatory environment, emerging technologies, economic and global forces influencing the organisation and where the greatest opportunities and risks lie
3. *Clarifying our market positioning:* activity to clarify how to leverage our unique differentiation to attract and retain customers, drive growth and out-perform the market
4. *Strategically aligning the organisation:* based on our understanding of the market, our unique positioning and the opportunities and risks we see, identify what changes must be led inside the organisation.

Pre-Work: participants prepare a brief analysis of a strategic challenge or opportunity they see in the market.

Timing: this workshop can be delivered across 1-3 days, depending on the strategic context and outputs required.



‘THE COLLECTIVE EXECUTIVE’ WORKSHOP



The implementation of strategy and transformation is a team game, lead by your leadership team. The cohesion of the team vastly influences employee productivity, effectiveness and openness to change. Executive teams cause ripples that turn into waves (for better or worse). While leading a division is one challenge, leading an entire enterprise as a united executive team is the toughest yet most essential task and it's a team game. Taking time to align strategically, connect personally and develop 'collective leadership' is crucial to driving strategic changes while maintaining resilience.

01.

AUDIENCE

Leadership teams of enterprises, divisions or business units. Teams with big strategic goals. CEOs with a transformation mandate.

03.

SCOPE

Design and facilitation of a 1-2 day offsite, with group coaching and team sharing in a safe, open, offsite environment.

02.

TEAM OUTCOMES

- ▶ Increased trust and connection
- ▶ Clarified team purpose and charter
- ▶ Alignment of objectives
- ▶ Reduced interpersonal conflict
- ▶ Constructively, openly navigate politics
- ▶ Limit unnecessary stress
- ▶ Enhanced support for under-pressure execs

04.

BUSINESS BENEFITS

- ▶ Setup to tackle most complex strategic challenges
- ▶ Improved collaboration across business units
- ▶ Increased psychological safety in culture
- ▶ Retention of executive talent
- ▶ Reduced operational and cultural risk



STRATEGIC LEADERSHIP ALIGNMENT OFFSITE



The cohesion of your leadership team vastly influences employee productivity, effectiveness and openness to change. Leadership teams cause ripples that turn into waves (for better or worse). Taking time to align strategically, connect personally and develop 'collective leadership' is key to organisation effectiveness. Bring strategic insight and expert facilitation to your next offsite.



AUDIENCE

Leadership teams of enterprises, divisions or business units. Teams with big strategic goals. CEOs with a transformation mandate.



TEAM OUTCOMES

- ▶ Goal and role clarity
- ▶ Increased collective leadership
- ▶ Increased team unity, reduce conflict
- ▶ Strengthened team trust and relationships
- ▶ Expedite achievement of strategic goals
- ▶ Ripple effect of enhanced org culture



SCOPE

Flexibly timed offsite-style session, generally spanning one or more full days but may be delivered in half-day portions. Includes discovery sessions to understand the strategic context, barriers and enablers, then design and tailoring of content and facilitation.



BUSINESS BENEFITS

- ▶ Fast-track the implementation of all future change programs
- ▶ Streamline strategy implementation
- ▶ Increase the agility of teams and their openness to learning and growth



SPEAKING

Unafraid to go against the grain, Huw's message is about challenging the status quo. He embraces uncommon thinking, knowing that leadership is often met with resistance and that exceptional organisations must differ from the average. Huw's speeches reframe perspectives, challenge people to think bigger and motivate them to adapt themselves to achieve new heights. As an experienced facilitator and event MC, Huw can also design and host your next event and draw out memorable insights from your presenters and guests.

"Huw is an exceptionally talented individual who possesses an extraordinary ability to build relationships. He's a visionary, big-picture thinker who is also able to dive comfortably into detail."

Caroline Jack

Director, Westpac



SPEECHES THAT TRIGGER CULTURAL CHANGE

Huw's keynote conference speeches reframe perspectives, challenge your people to think bigger and motivate them to adapt themselves to achieve better results. Each speech is interactive, blending concepts, stories, metaphors and providing tools your audience can apply immediately.



Awake at the Wheel: how to shape your own destiny amid complex shifts

- How to rapidly let go of old approaches, traverse transition and embed new ways of working
- How to shift from 'change victim' to 'adaptive performer' mindset
- Reframe change as an opportunity to learn, grow and make a bigger impact



How to change anything: five things people need to make change and performance improvement happen.

- How to rapidly let go of old approaches, traverse transition and embed new ways of working
- How to shift from a 'change victim' to an 'adaptive performer' mindset
- Reframe change as an opportunity to learn, make an impact and realise your potential.



Know the Goal, Know your Role: Blend strategic thinking with behavioural psychology to enable change, fast.

Build commercial and 'behavioural acumen' by re-focusing your people on value, not just tasks, during transformational change:

- Understand change in terms of behavioural goals and business outcomes, not just systems and processes
- How change should be measured to ensure it occurs
- The importance of re-designing work habits as technology changes
- Remove excuses and confusion during change through collaboration and re-setting responsibilities.

1:1 MENTORING

Huw leverages an engrained strategic mindset, a deep understanding of applied behavioural psychology and real executive leadership experience to open new possibilities, challenge beliefs and activate motivation. His focus centres upon understanding the individual, their aspirations and identifying and overcoming barriers to realising them. The results are life-changing.

"Huw is a world class coach and mentor; he is tactful and is a natural facilitator. It's never about him, he focuses absolutely on his clients' needs and what the end goal is."

Kristine Condell

Chief People & Culture Officer, Moran Health Care



TRANSFORMATIONAL INFLUENCE

COACH & MENTOR PROGRAM



Executive leaders focus relentlessly on value creation, not task completion. But to step up to this strategic level, a fundamental shift in beliefs and capability is required. While mastery of your functional area is a given, you must learn to adopt a broader view, balancing many stakeholder interests and tackling the biggest challenges for the whole enterprise. Most experienced managers don't make this shift and hit a career ceiling. They struggle to influence and govern their team's work and ensure lasting benefits without getting lost in detail. The Transformational Influence Coaching Program turns operational managers into higher performing strategic executives.

01.

AUDIENCE

High-performing or high-potential senior managers who need to elevate their thinking and behaviour to a more strategic, executive level.

03.

SCOPE

A series of monthly 1-1 sessions with Huw, over six months plus additional stakeholder consultation, goal-setting and offline knowledge transfer, tailored to the individual.

02.

PEOPLE OUTCOMES

- ▶ Master adaptive leadership styles
- ▶ Apply strategic thinking to everyday actions
- ▶ Increase productivity & reduce rework
- ▶ Get more rapid results
- ▶ Prepare for executive succession pipeline
- ▶ Greater role fulfillment

04.

BUSINESS BENEFITS

- ▶ Increased workforce productivity
- ▶ Faster realisation of strategic goals
- ▶ Reduced burden on executive team & board
- ▶ Retain high-performers by investing in their growth
- ▶ Strengthen culture via effective senior leaders

APEX IMPACT

MENTOR PROGRAM (FOR CEOs)



Imagine you had a vast band of followers committed to your strategic vision? What if they were ready and willing to take action to change, learn and improve whenever you asked? This program is for CEOs who want to make a transformational impact. Bold ambitions require the support of others but it gets lonely at the top. Adapting to boards, investors, customers, members and demanding employees along with emerging competitors and technologies means constant self-reflection and fresh leadership tactics are required. Central to the executive challenge is a need to constantly evolve. This program will maximize your influence over outcomes and others as chief executive.

01.

AUDIENCE

Chief executives of organisations with 30-3000 employees, wanting to leave a positive legacy of change and improvement.

02.

PEOPLE OUTCOMES

- ▶ Achieve ultimate clarity in strategic issues
- ▶ Able to inspire team with vision & confidence
- ▶ Elevated influencing skills
- ▶ Improved coaching and engagement skills
- ▶ Development of a growth/learning mindset
- ▶ Embed tailored, fresh habits that enable ongoing well-being and growth.

03.

SCOPE

Six, 90-minute, monthly deep-dive coaching sessions over six months where we identify and re-set beliefs, foster new leadership practices and habits and facilitate on-demand access to the advice and support you need each week.

04.

BUSINESS BENEFITS

- ▶ Fast-track the implementation of all future change programs
- ▶ Increase workforce support for specific programs or transformative change as a whole
- ▶ Increase the agility of teams and their openness to learning and growth





ABOUT HUW

Huw is Australia's foremost expert in building adaptive, change-ready leaders, teams and organisations. He is obsessed with turning everyday managers and executives into transformational change leaders and static organisational cultures into learning-oriented, adaptive powerhouses.

It has never been more strategically important for organisations to be effective at successfully executing and, more importantly, capturing value from strategic change programs.

Huw has led award-winning projects and advised and trained thousands of leaders on over 150 projects spanning organisations like:

Multi-billion-dollar ASX-listed enterprises:

InvoCare, a2 Milk Company, Origin Energy, AMP, Westpac, BHP Billiton, NAB and Coca-Cola

Government agencies & enterprises:

The Reserve Bank of Australia, Western Sydney Airport, iCare, NBN Co., Transport for NSW, and Sydney Metro

Multi-Nationals: Accenture, Organon, Boston Scientific, Merck.

Not-for-profits: Cerebral Palsy Alliance, Wesley Mission, Teachers Health and RSL LifeCare.

Huw is a recognized thought leader. He has written columns for Business Insider Australia and publishes weekly articles to thousands of followers, to help business leaders shift themselves and their businesses to the next level. He has lectured MBA students at the University of Technology Sydney (UTS) and been a contributor to UTS Business School's HRM Industry Advisory Panel.

He is also the chairman and a non-executive director of Living My Way Limited, a public company that offers services and empowers people with disability to take control of their lives.

Huw is a Master Neuro-Linguistic Programming practitioner and coach, has a Master of Business degree specializing in HR and organisation development and is a Graduate of the Institute of Company Directors (GAICD).



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WHY CHOOSE HUW?

Huw's experience intersects strategy, transformation, governance and leadership development.
This blend is the key to unlocking all key factors in driving transformational success at all leadership levels.

01.

REAL LEADERSHIP EXPERIENCE

Huw has led over 100 strategy, leadership development, & transformation programs in organisations like Accenture, Westpac, BHP Billiton, InvoCare, NBN Co., Merck and Cerebral Palsy Alliance. He also led the 5x revenue scaling of a start-up consulting business in five years and is a practicing non-executive director and chairman. Huw's lived leadership experience shines through his programs.

02.

A PROVEN INDUSTRY THOUGHT LEADER

Huw is a thought leader in organisational change and transformational leadership. He has written columns for Business Insider Australia, published numerous whitepapers and writes weekly blogs for thousands of LinkedIn and email subscribers. He has lectured MBA students at UTS and has been a contributor to UTS Business School's HRM Industry Advisory Panel.

03.

PERSONALISED, PRACTICAL APPROACH

Unlike many consultants, Huw has a strong interpersonal focus in his client relationships. He positions himself as your trusted advisor, ensuring your input and knowledge of your business context is factored into all solutions. Nothing will be 'done to you'. We will merge our expertise to design your improved future together.

THANK YOU

Next step: Get in touch for a free strategic advice session.



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monthly newsletters and
additional resources.

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