



TRANSFORMATIONAL LEADERSHIP TEAMS

A program to elevate your leadership team
from siloed and status-quo
to strategic and transformational.



Huw Thomas

Unlock growth, smash barriers to
strategy execution and lead
through change and uncertainty.



huwthomas.com.au





“VISION WITHOUT EXECUTION IS HALLUCINATION” - THOMAS EDDISON

TO ENABLE GROWTH & CHANGE EXECUTIVE LEADERS NEED TO THINK STRATEGICALLY, LEAD CHANGE & SHAPE TALENT & CULTURE. AND THEY MUST DO IT TOGETHER.

Surrounded by the same people with the same thinking in the same environment, we get the same results. Want change? Embrace outside thinking, challenge existing norms and embrace the discomfort of growth.

CHANGE BEGETS CHANGE

Read more to learn about transformative experiences that spark new levels of leadership, elevated strategic focus and guaranteed strategy execution success



ABOUT HUW

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

Huw has led award-winning projects and advised and trained thousands of leaders on over 200 projects spanning organisations like:

Multi-billion-dollar ASX-listed enterprises: InvoCare, a2 Milk Company, Origin Energy, AMP, Westpac, BHP Billiton, NAB and Coca-Cola Amatil

Multi-National Tech & Pharma Companies: Accenture, Organon, Boston Scientific, Merck, Astellas, Care Pharma.

Start-ups and scale-ups: Blue Seed, Maximus.

Government agencies & enterprises: The Reserve Bank of Australia, Western Sydney Airport, iCare, NBN Co., Transport for NSW, and Sydney Metro

For-purpose: Cerebral Palsy Alliance, Living My Way, Barnardos and Flourish Australia.

Huw is a recognized thought leader. He has written columns for CEO Magazine, HR Leader and 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 currently writing a book called 'How to Change Anything - without the Friction, Fatigue and Failure'.

He is a practicing company board chair and non-executive director so understands the demands of executive leaders from a governance, legal, finance, strategy and risk perspective.

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



WHAT OTHERS SAY ABOUT WORKING WITH HUW



"I have had the pleasure to work with Huw whose leadership coaching and facilitation greatly assisted our executive team to stay focused on performing at our best."

- Jo Vaughan, Chief People & Culture Officer



"Huw's unwavering support, expertise and collaboration have been instrumental in driving positive change within our organisation and beyond."

- Rita D'Arcy, Chief People Officer



"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, Chief Executive



"Huw has been a real asset to our Senior Leadership Team."

- Lynne Gallucci, Executive General Manager



"Huw was the composed, expert advisor we needed and helped drive a successful merger integration of our two organisations."

- Michael Minter, Managing Partner



"Huw's work with our Board, executive team and managers has helped us reimagine leading and governing change"

- Mark Orr AM, Chief Executive Officer



WHY NOTHING MATTERS MORE THAN THE TOP TEAM

From belief to behaviour to bottom line: how executive teams become the ultimate force multiplier.

Do you have a strategically-committed team or a just group of talented operators?

Picture your last leadership team meeting. Was every voice in the room genuinely heard? Were the biggest, most uncomfortable strategic issues put squarely on the table or quietly sidestepped in favour of operational updates and safe consensus? Did people leave energised, aligned and ready to move mountains together?

If you hesitated on any of those questions, you're far from alone. And the cost of that hesitation is greater than most CEOs realise.

The talent trap

Assembling a high-powered executive team is one of the hardest things a CEO does. You recruit for experience, intellect and track record. You invest in getting the right people into the right roles. Things start well; you're hopeful. But then, pressure builds and things go awry.

Because great individual talent doesn't automatically produce a great team that executes strategy seamlessly.

Experienced executives come with strong convictions about what should be done and how. They see the world through lenses shaped by different functions, industries and personalities. They carry the weight of significant operational responsibilities and the stress and emotional pressure that comes with them.

Put all of that in a room together without the proper conditions established and genuine collaboration feels impossible.

So what happens? They retreat. They manage their own functions because that's the domain where their authority is unquestioned and the path is clear; that's the comfort zone.

They bite their tongue to avoid friction with peers. The big, thorny strategic issues go untouched. The organisation gets competent functional management when it desperately needs collective strategic leadership. The paychecks keep coming. The potential doesn't.

This continues, sometimes for years, until the board, shareholders, or an incoming CEO decides that the results simply aren't good enough, and the team gets dismantled. Enormous value destroyed. Enormous potential wasted.

And it's almost entirely avoidable.



What this costs you personally, as CEO.

If you're the CEO, you experience these problems in a unique way. You're managing upward, managing outward, managing the politics between your own direct reports, and somehow still expected to drive transformational growth.

You find yourself moderating tensions that shouldn't exist, compensating for collaboration that should be happening naturally, and carrying strategic weight that should be shared.

Beyond just an organisational problem, it becomes a personal problem for you as the one who is ultimately accountable.

It's exhausting. And it's unsustainable.



The Transformational Leadership Teams program addresses this and more.

It's a carefully structured executive team development experience built specifically for leadership teams navigating complex, evolving, high-stakes environments.

It goes far beyond a standard offsite or leadership workshop.

Through a sequence of immersive, expertly facilitated experiences, it creates the conditions for genuine and lasting change at the team and individual level. Collective leadership is the most powerful force for change, growth and development.

In practice, that means:

- **Surfacing the strategic and interpersonal issues** that drain performance and equipping the team to tackle them directly
- **Shifting the frame from individual agendas to collective leadership**, replacing self-limiting and self-protective patterns with genuine team orientation
- **Practicing skills and habits for the hard conversations**, handled with candour, respect and constructive intent
- **Deepening trust and connection** between leaders who may have worked together for years without ever truly knowing how to get the best out of each other
- **Establishing a clear, shared sense of direction** and the energy, commitment and capacity to pursue it relentlessly
- **Developing a powerful executive leadership identity** – where each leader elevates from a functional manager into a Strategic Market Leader, Cultural Talent Developer and Adaptive Leadership Presence.



An aligned, connected, committed executive with a clear sense of direction will deliver millions of dollars of value back to the organisation. A dysfunctional team will destroy stakeholder value in the blink of an eye.

The stakes are real.

An aligned, energised executive team operating at its true potential will deliver millions of dollars of value back to the organisation, in sharper strategy, faster execution, and a culture that cascades from the top with purpose and momentum.

A dysfunctional one will destroy that value just as quickly, in missed opportunities, talented people leaving, and a workforce that takes its cues from the tension it feels at the top.

The question isn't whether your leadership team could be more effective.

The question is how long you're prepared to wait before doing something about it?

Change starts at the top.

Transformational growth doesn't start with new people. It starts with a new way of leading, together.

The most powerful force available to any large organisation isn't a single exceptional 'hero leader'. It's an exceptional leadership team.

One that self-reflects, challenges itself, makes sacrifices for the greater good, and consistently chooses collective progress over individual comfort and convenience.

Imagine your executive team walking out of a session having genuinely surfaced and tackled the issue everyone knew existed but no one had named.

Leaders who previously operated in parallel now actively shaping strategy, together.

Conversations that used to happen in corridors (or not at all) are now happening in the room, with honesty, civility and without casualties.

A shared sense of purpose that makes the next quarter and the next year feel genuinely different from the last.

This is what's possible.

And it requires more than good intentions or incremental tactics.





ELEVATE YOUR TEAM UP THE TRANSFORMATIONAL LEADERSHIP TEAMS MATURITY LADDER

Support and inspiration to shift your leadership team from looking down to facing the future.

The Transformational Leadership Program helps executive teams align to bold aspirations, own their individual role and contribute to a collective leadership role with purpose, stewardship and ambition.

Impact Level	Focus	Outcome	Belief	Vision	Action	
Transformational	Impact	Purposeful Culture	"We inspire and leave a legacy"	Long-term	Inspire	High Impact Zone ← We'll get your team into the High Impact Zone
Strategic	Future	Measurable Growth & Impact	"We tackle the hard things"	Mid-term	Prioritise	
Integrated	Enterprise	Harmonious Operation	"We unite all functions"	Short-term	Align	Average Impact Zone ← Most teams are in the Average Impact Zone.
Coordinated	Collaboration	Responsive to Stakeholders	"We deliver consistently"	Now	Deliver	
Reactive	Siloes	Status Quo	"We keep the ship afloat"	Past	Delay	Low Impact Zone

Model: The Transformational Leadership Teams Maturity Ladder



JOB ONE: ADDRESS CORE ISSUES THAT HINDER TEAM DEVELOPMENT

The leadership team is misaligned on enterprise strategy, team purpose and lack clear, concise priorities

Strategy is about making critical plays that are likely to succeed and avoiding everything else. Strategic focus beats dilution and confusion. If you don't know where you're going, you won't be motivated and you're never arrive. Strategy is about considered choices.



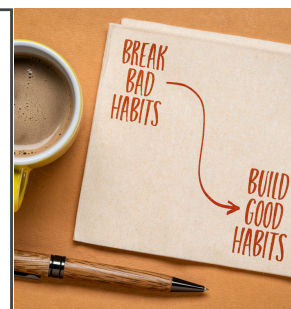
They don't define and hold each other accountable to agreed, collaborative ways of working

Teams perform when they commit to practices and standards for communication, collaboration, decision-making and accountability. Mistakes are fine but if just one team member repeatedly infringes team norms, it undermines trust, cohesion and risks spiralling.



They're in a reactive state of urgency and procrastinate the hard, important things

When we're habit-locked, in a frenzied state of urgent execution, we get stuck working IN the business when we need to work ON it. This is when teams need to pause and think strategically and creatively about the harder, most important things. Then, commit to tackle them.



It doesn't feel safe to challenge each other, to share feedback or take risks

Psychological safety unlocks feedback and accountability. When leaders reject feedback, no one gives it. This leads to blind-spots. It also leads to avoidance of the sacrifices, negotiation and compromise required tackle the biggest strategic challenges.





JOB TWO: ELEVATE EXECUTIVE LEADER IDENTITY & IMPACT

At this level its no longer about tasks and skills. It’s about adopting a next-level identity, driven by self and team awareness, clear aspiration and commitment to the cause.

The TLT program helps your leaders excel in three **Transformational Leadership Identities** to generate three powerful **Enterprise Outcomes**. Then the team really goes to another level.

Three Leadership Identities

A. Strategic Industry Leader

- External stakeholder value creator
- Big picture, global thinker
- Relationships, collaboration and political awareness
- Creative, visionary, story-teller
- Industry & market awareness
- Business model acumen

(Strategic Leadership)

B. Cultural Talent Developer

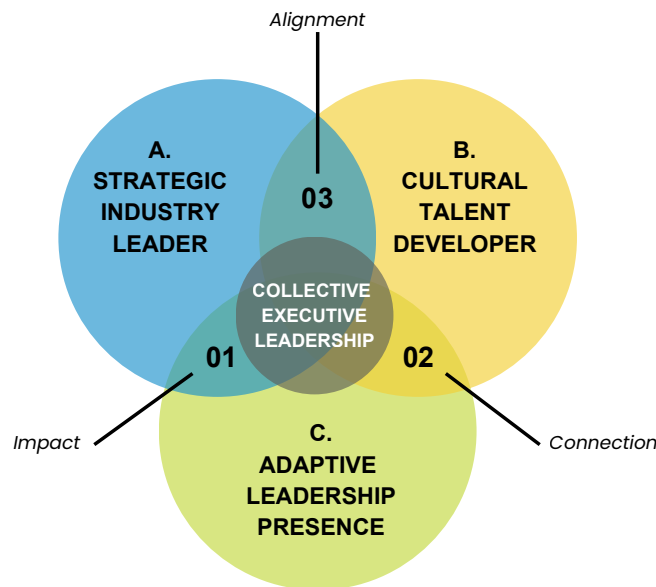
- Capability development
- Performance leadership
- Adaptive culture stewardship
- Accountability standards
- People productivity
- Career growth
- Succession

(People Leadership)

C. Adaptive Leadership Presence

- Self-aware, adaptive persona
- Emotional intelligence
- Balance, well-being, resilience
- Openness to belief shift
- Courage, risk-taking
- Purpose, inspiration
- Intrapreneur mindset

(Personal Leadership)



**TRANSFORMATIONAL
LEADER IDENTITIES
MODEL**

Three Enterprise Outcomes

01. Impact

- Strategy targets priorities & met
- Leaders becomes lynchpins
- Change is embedded
- Organisational maturity raised
- New enterprise assets created
- Leaves a legacy

02. Connection

- Committed follower base
- Sustainable culture
- Inspired, engaged employees
- Psychological safety
- People risks mitigated
- 'Sticky' workplace

03. Alignment

- Strategically aligned workforce
- Seamless momentum
- Workforce leveraged
- Roadblocks removed
- Change resistance minimised
- Reduced friction & distraction



RESULTS YOUR WHOLE ORGANISATION WILL EXPERIENCE

Leadership teams that work with Huw, capture the following benefits for their organisation:

Unlock growth & organisational maturity	What got you here won't get you there. New levels of growth and development require new leadership behaviours. When executives think strategically and act transformatively, they embrace new ways of leading to find the leverage required for growth and scale.
Smash barriers to strategy execution	Strategy today = change. Employees make or break strategy and change but executives set the tone and direction. Transformational leadership teams know the way, show the way and go the way, to bring their people on the journey.
Elevate employee engagement & motivation	Poor strategy and change execution creates frustration and shows up at the lower percentile of employee engagement scores. Yet growth and change present an opportunity to engage employees in an inspiring vision and process to improve things, but only when leaders know what they're doing.
Capture greater returns on change investments (ROCI)	Most organisations waste millions of dollars on growth and change programs that fail to deliver lasting business benefits, usually due to executive leadership and governance failures. Get the building blocks of a quality executive team in place and you'll capture lasting stakeholder value for years to come.

“What got you here won't get you there.”
- Marshall Goldsmith

TRANSFORMATIONAL LEADERSHIP TEAMS MODULES

A variety of Modules are configurable to your needs. Each blends proven expertise with customisation to your context.

The more options chosen, the greater the value for your leadership team and organisation.

Select a Package or talk to Huw about your preferred blend of Modules.





Module 1

COLLECTIVE EXECUTIVE ALIGNMENT

This team development experience is a great starting point

Outcome:

Break siloes and develop a 'team first' attitude for ultimate execution leverage.

Value:

- Increased team trust
- Reduced unconstructive conflict
- Elevated commitment to team above self
- More effective communication
- Clarity of decision-making process
- Clear delegations of decision authority

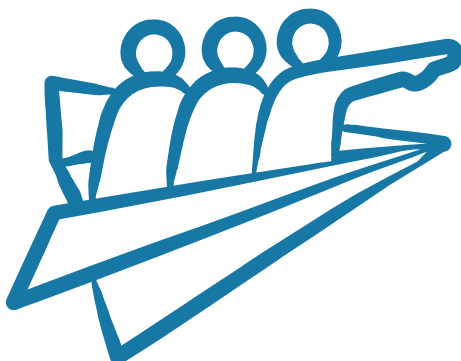
Scope and Objectives:

Offsite Day One - Elevate team strengths and power-up connectivity:

- Evaluate current team maturity and commit to elevate
- Develop and agree to a Leadership Team Charter to guide ways of working, including documentation of the charter post-offsite
- Self-assess against three Transformational Leadership Identities and commit to change
- Individuals reflect on their own and others' strengths - optional inclusion of Gallup Strengths Assessment and report sharing (or incorporation of your existing psychometrics)

Offsite Day Two - Raise the bar through bold, collective leadership practices:

- Cultivate psychological safety and accountability
- Enhance collaboration and capacity for courageous conversations
- Foster team culture of giving and receiving feedback, challenge, advice and support
- Further break down trust barriers and misalignment of expectations.



Fees:

One day = \$15,000 +GST

Two days = \$25,000 +GST

(Two days may be scheduled consecutively or weeks apart).



Module 2

STRATEGIC INDUSTRY LEADER

Strategy development & leadership experience



Outcome:

An insightfully-crafted strategic leadership development experience resulting in a multi-year strategy to lead your industry.

Value:

- Clear strategic priorities & bold aspiration
- Faster, higher-quality decision-making
- Alignment across executive leaders
- Immediate organisational focus
- Greater execution velocity
- Stronger cross-functional collaboration
- Clear & consistent strategic narrative for org
- Reduced organisational friction & rework

Scope and objectives:

Core Scope Includes:

- Two-day offsite - preparation, facilitation & outputs
- Pre and post offsite briefings with CEO/MD
- Brief review of past company strategy & performance
- Concise interviews with executives
- Documentation of decisions, priorities, and outcomes
- Post-session summary & recommendations
- Follow-up half-day review and finalisation session
- Documented concise 1-3 Year Strategy



Comprehensive Scope - Core Scope plus the following:

- Translate strategy into prioritised, sequenced initiatives with clear, measurable business outcomes
- Sharpen clear leadership actions for heightened accountability and short-term wins
- Documented Year-1 action plan
- Strategic Narrative + Communication Pack (one-page cascade, leader talking points, 90-day plan)
- 30 and 90-day Executive Check-in Sessions (virtual)
- Facilitation of a manager-level briefing to cascade priorities
- Deepen understanding of stakeholder impacts

Fees:

Core Scope = \$45,000 +GST

Comprehensive = \$75,000 +GST



Module 3

ADAPTIVE LEADERSHIP PRESENCE

A personal transformation experience



Outcome:

An inspired, purpose-led executive leadership group, with unyielding commitment and capacity to drive growth, change and innovation.

Value:

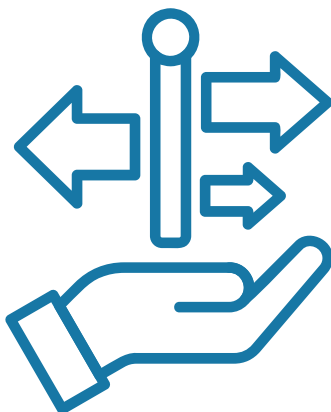
- Elevated readiness to lead through ambiguity
- Raised individual self-awareness
- Sharpened personal leadership clarity
- Enhanced emotional intelligence
- Increase ability to inspire change & growth
- Enhanced team resilience & well-being

Scope and Objectives:

Day One (Personal leadership awareness): raise self-awareness and how leaders show up under pressure and change; surface personal patterns of resistance, avoidance and self-protection; clarify the real change challenge, barriers to identity shift and capacity constraints.

Day Two (Clarity, commitment & adaptive practice): define the personal leadership transformation required; apply a practical adaptive leadership model; strengthen own ability to respond to ambiguity, discomfort and resistance; anchor leadership in purpose and impact.

Day Three: (Master behaviour change & influence): build a practical, mastery-level capability in the psychology of behaviour change; overcome organisational change resistance; apply narratives and coaching to inspire others; navigate structural and political barriers to change.



Fees:

First Two days = \$30,000 +GST

All Three days = \$40,000 +GST

Note:

- Huw will attend a team dinner on day one
- Days 1-2 should be consecutive.
- Day 3 can be scheduled consecutively or later
- Up to 15 attendees permitted.



Module 4

CULTURAL TALENT DEVELOPER

The culture shaping experience

Outcome:

Leadership teams leave with a shared understanding of their current culture, a compelling and agreed vision for where it needs to go, and the capability and tools to lead the human, structural and operational changes required to get there.

Value:

- From insight to action, in two days
- Mitigate operational risk of cultural issues
- Culture change that sticks with leaders who own it
- Diagnosis and execution, not just advice
- Trigger lasting organisational change
- Evidence-based. Leadership-led. Workforce-felt

Description:

Day One (Culture Transformation): A hands-on, structured diagnostic session that aligns your leadership team on the honest reality of your current culture, surfacing the patterns and tensions holding you back. Together, we co-create your Target State Culture and leave with agreed principles, behaviours and actions to begin shifting the dial.

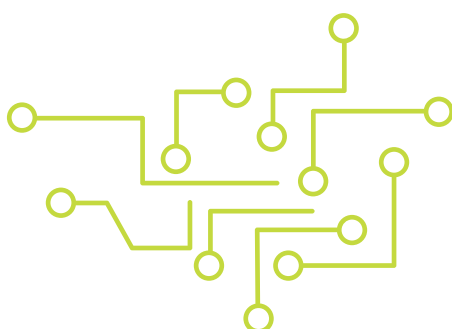
Day Two (Lead Culture Change): Using Huw's proprietary behaviour change model, this day builds your leadership team's capability to lead people, process, technology and structural change with confidence. Teams leave with a shared framework, common language and practical tools to drive transformation from day one.

Optional: Workforce Culture Diagnostic: for elevated engagement and ownership of the broader management and workforce team, Huw can interview and influence an additional 25 key managers and frontline employees to capture direct input to feed into leadership offsites and to cultivate engagement of your frontline 'culture influencers'.

Fees:

Two Offsite Days = \$30,000 +GST

Offsites plus Workforce Diagnostic = \$50,000 +GST





ADDITIONAL VALUE-DRIVING INTERACTIONS

The following, additional engagement options deliver added impact, accountability and strategy execution support.



GROUP COACHING & MENTORING CIRCLES

Sustain momentum, impact and accountability between offsites

Ideally scheduled monthly in between quarterly executive offsites and other leadership development activities, group coaching and mentoring circles deliver continued guidance for leaders and a trusted space to access expertise and peer-to-peer support.

Huw prepares world-class thought leadership, evidence-based insights and unique perspectives for each session, while facilitating important peer-to-peer conversations to strengthen alignment and connection.

The result is leaders who feel confident and supported with their toughest challenges and strengthened connections between leaders experiencing the process together.

Outcomes and Value

- Faster, greater leadership capability growth with regular access to Huw's expertise, thought leadership and expert coaching and mentoring.
- Heightened focus and accountability for tactical progress
- Peer-to-peer challenge and support to strengthen connection and accountability
- Faster progress up the Transformational Leadership Teams Maturity Ladder

Scope Inclusions:

- 90-minute session ideally with 3-5 leaders
- Correspondence associated with scheduling, participant preparation and follow up.

Fees

- 1 x session = \$4,000 +GST
- 3 x sessions in one day = \$8,000 +GST





‘CHIEF CHANGE ADVISOR’ ON-DEMAND ADVISORY SERVICE

High-impact, expert advice, on-demand without the expensive day-rates.

Advanced organisational development and change management advice is largely inaccessible without hiring an expensive, full-time director and most lack the strategy and executive leadership experience to motivate diverse stakeholders to drive outcomes.

Organisations engage Huw to act as their on-demand organisational development and change director to support your leaders in design, planning and execution of key strategy and change initiatives. This ensures appropriate, flexible resourcing, understanding of behavioural and cultural impacts, development of achievable change strategies and generous sharing of best-practice expertise and thought leadership to ensure success.

Outcomes and Value:

- High value, low touch: advanced executive expertise without burdensome full-time day-rates of contractors & most consultants
- Increased success rate and reduced risk during implementation of key strategy and change programs
- Greater confidence, clarity and peace of mind with bolstered expertise available to your executive team.

Scope Inclusions:

- On-demand access to Huw’s expertise for selected executives or project leaders
- Flexible mentoring, coaching, advice and Q&A sessions
- Direction, review, feedback and guidance on your change and strategy execution plans
- Weekly contact to keep things on track
- Engage on a monthly basis with a discount available for quarterly commitment
- Involves a limited number of hours each week - no costly, full-time day-rates.

Advisory Programs and Fees

- Monthly Advisory Fee (paid in advance): \$8,000 +GST
- Quarterly Advisory Fee (paid in advance): \$22,000 +GST



INDIVIDUAL EXECUTIVE COACHING

Tailored support, focus and sustenance for elevated individual impact and career growth

Huw leverages an engrained strategic mindset, a deep understanding of applied behavioural psychology and real executive leadership experience to open new possibilities, challenge beliefs, nurture confidence and activate motivation. His focus centres around understanding the individual, their aspirations, team/role demands and identifying and overcoming barriers to realising them.

The results are life-changing.

Outcomes and Value:

- Retain high performing leaders while unlocking greater performance and impact
- Increased leader effectiveness, reduced interpersonal conflict and greater strategic focus
- Reduced over-thinking, procrastination and avoidance of critical priorities
- Reframe limiting beliefs, unlock new thinking, optimism, self-esteem and lasting leadership uplift.

Scope Inclusions:

- Monthly 90-minute deep-dive coaching sessions
- Goal & metric setting, tracking & associated correspondence
- Contact Huw any time between sessions for occasional emails and calls to support key moments
- Interview of manager or 2-3 stakeholders for input on objectives and coaching focus

Coaching Programs and Fees

- Six-month program (ideal for broad capability uplift to a new career/performance level): \$9,500 +GST
- Four-month program (ideal for specific growth in 1-2 areas): \$7,500 +GST
- Singular coaching sessions: once off 90-minute deep-dive coaching session only: \$2,000 +GST

[Click here for Huw's full coaching bio and approach](#)



CHOOSE YOUR OWN MODULE CONFIGURATION OR SELECT A PACKAGE BELOW

The following packages are indicative. Speak to Huw to configure the program to your needs and budget.

Module / Scope Inclusions	Foundation Package	Strategic Altitude Package	Transformational Impact Package
Collective Executive Alignment	<ul style="list-style-type: none"> 1-day offsite 	<ul style="list-style-type: none"> 1-day offsite 	<ul style="list-style-type: none"> 2-day offsite
Strategic Market Leader	<ul style="list-style-type: none"> Core Scope - Offsite + Strategy Developed 	<ul style="list-style-type: none"> Core Scope - Offsite + Strategy Developed 	<ul style="list-style-type: none"> Core Scope - Offsite + Strategy Developed + Planned & Integrated
Adaptive Leadership Presence	<ul style="list-style-type: none"> 2-day offsite 	<ul style="list-style-type: none"> 2-day offsite 	<ul style="list-style-type: none"> 3-day offsite
Cultural Talent Developer	<ul style="list-style-type: none"> 2-day offsite 	<ul style="list-style-type: none"> 2-day offsite 	<ul style="list-style-type: none"> 2-day offsite Culture diagnostic
Group Coaching & Mentoring Circles	<ul style="list-style-type: none"> Not included 	<ul style="list-style-type: none"> 4 x Coaching Circle days (3/day) 	<ul style="list-style-type: none"> 8 x Coaching Circle days (3/day)
Individual Coaching	<ul style="list-style-type: none"> Not included 	<ul style="list-style-type: none"> 3 x 4-month coaching programs 	<ul style="list-style-type: none"> 6 x 3-month coaching programs
Chief Change Advisor Service	<ul style="list-style-type: none"> Not included 	<ul style="list-style-type: none"> Not included 	<ul style="list-style-type: none"> 2 Quarters of advisory support
PRICE	\$100,000 +GST	\$150,000 +GST	\$250,000 +GST



WHY CHOOSE HUW?

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



01.

REAL EXECUTIVE LEADERSHIP EXPERIENCE

Huw has led over 200 strategy, leadership development, & transformation programs at over 100 organisations including across the Australian and NSW public services, Accenture, Westpac, Telstra, BHP Billiton, NBN Co., Seiko and Cerebral Palsy Alliance. He also led the 5x revenue scaling of a start-up consulting business in five years, launched another consultancy and is a practicing non-executive director and company chair. Huw's real leadership experience shines through his programs.

02.

A RECOGNISED EXPERT THOUGHT LEADER

Huw is a thought leader in transformational leadership, strategy and change at the executive level. He has written columns for CEO Magazine, HR Leader, Business Insider, published numerous whitepapers, appeared on podcasts, regularly speaks at conferences 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 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, build your leadership capability and create your improved future, together.



SOME OF THE 150+ ORGANISATIONS HUW HAS WORKED WITH





HOW TO CHANGE ANYTHING A CHANGE LEADER'S PLAYBOOK

Activate commitment, change behaviour and transform your organisation without the friction, fatigue & failure

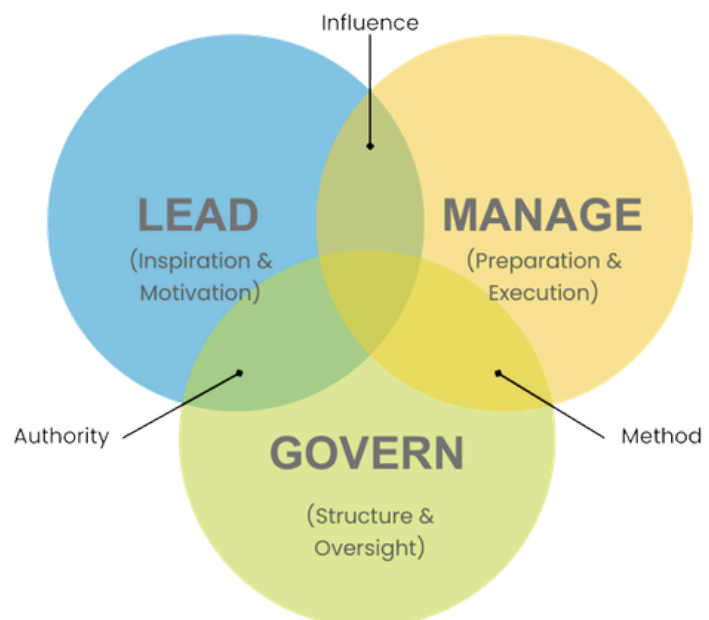


This 45-page guide is packed full of insights on the psychology of behaviour change combined with Huw's proven behaviour change model and leadership approach to conquer resistance, build a committed following and transform your organisation.



STRATEGIC AND COMMERCIALY SMART ORGANISATIONAL CHANGE

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 strategy & change initiatives
5. Absent of misapplied change management resources, frameworks, methodology or delivery standards



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

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



Get the complete guide free by [clicking here](#).



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