

### IN A SNAPSHOT

Dave is an experienced management consultant with a specialised skill set in business improvement, organisational performance, and change management. Dave has excelled in delivering multiple business improvement and change management projects focussed on commercial outcomes.

His goal is to support the achievement of business goals through the development and implementation of outstanding strategies.



### EDUCATION AND QUALIFICATIONS

- Bachelor of Arts - Majors in HR and IR, Griffith University
- Master of Human Resource Management - First Class Honours, Griffith University
- MBA - Majors in Strategy and Entrepreneurship, QUT
- Qualified Workplace Health and Safety and Rehabilitation Officer
- Chartered Member, Australian Human Resource Institute

### EXPERTISE

- Delivery of end to end change management projects
- Organisational performance and strategy implementation for major projects
- Restructuring to gain increased efficiency and effectiveness
- Needs analysis and solution development for enhanced performance
- Development and implementation of innovative and adaptable planning models
- Best practice HR and IR methodologies for organisations and projects
- Strategy, systems and process audits
- Delivery of commercially focussed project outcomes

### SUMMARY OF RELEVANT EXPERIENCE

#### Business Improvement

Dave has considerable experience in developing and applying frameworks, systems and policies and processes aimed at achieving business improvement outcomes;

- Developed attraction, recruitment and retention strategic plans for an AUS \$500million AGL Petronas Gas Pipeline project

- Developed a competency assessment, workforce plan and talent management framework for a division of BMA
- Mapped, analysed and improved 100+ business processes in two separate business improvement projects within the Department of Transport and Main Roads
- Consulted to Partners and Senior Management within KPMG in London to identify strategic HR needs following a major organisational restructure
- Developed and implemented multiple organisational improvement surveys within corporate and major project environments
- Developed and implemented multiple HR systems and frameworks within the Mining/Resources and Engineering sector
- Created an innovative and adaptable Workforce Planning Model and implemented to maximise utility of resources within the Queensland Police Service

### **Organisational Performance**

Dave takes a performance based approach to all organisational development activities, first understanding the business imperatives before developing initiatives for improvement;

- Lead the United Group Resources employee relations team in the development and implementation of strategy and policy for a major project valued at AUS\$100million
- Delivered on a restructure plan for several divisions of the SPARQ Solutions business including the set up of an Operations Centre
- Successfully conducted an HR audit for ABC Developmental Learning Centres identifying opportunities for improvement
- Conducted two major organisational restructures for the Queensland Police Service achieving the release of 25 administrative police officers to operational duties

### **Change Management**

Dave has a thorough understanding of the benefits that can flow from a carefully conceived and well implemented change management program. Through experience across numerous industries, Dave has developed a strategic approach to the implementation of culture change;

- Developed a new strategic plan and restructured a division of the Department of Transport and Main Roads
- Developed and implemented a change management strategy for the 250 person Brisbane Office of Allens Arthur Robinson

### **Performance Management**

Dave has expertise in the development and implementation of performance management systems aimed at aligning individual performance with organisational goals;

- Implemented an enhanced performance improvement process for Queensland Department of Premier and Cabinet
- Implemented a market data/individual performance Salary Review system at Aker Kvaerner
- Developed a suite of management training sessions aimed at performance improvement at Hatch Associates