

# ORGANISATIONAL CAPABILITY

Building capability in individuals, teams, organisations & communities



**IPS is passionate about building capability in individuals, teams, organisations and communities.**

We partner with our clients to co-design innovative whole of system approaches that ensure return on investment and sustainable outcomes for all stakeholders.

## OUR SERVICES >>

55%

INDIGENOUS OWNERSHIP

27%

INDIGENOUS STAFF



### ORGANISATIONAL DEVELOPMENT

- > Strategic Planning & Facilitation
- > Organisation Structural Reviews and Transformation
- > Vision, Values & Behaviours Embedding
- > Balanced Scorecard Activation
- > Professional Services Interim Management



### LEADERSHIP & SUPERVISOR DEVELOPMENT

- > Program Design & Delivery
- > Expert Coaching
- > Mentoring
- > Blended Learning
- > Accredited Assessments



### STRATEGIC HR / PEOPLE & CULTURE

- > Capability Reviews
- > HR Function Capability Building
- > Workforce Planning & Talent Management
- > HR Analytics
- > HR Information System Embedding
- > Executive Recruitment



### DIVERSITY AND INCLUSION

- > Unconscious Bias Training
- > Inclusive Manager & Workplace Programs
- > Encore Careers for over 50s
- > Women in Leadership
- > Embracing Different Abilities at work
- > Wellbeing at Work (Mental Health) Programs
- > Social Impact Assessments



### WORKFORCE ENABLING & ACTIVATION

- > Ready for Work Recruitment & Industry Training (sector & industry level)
- > Thriving at Work Program
- > Creating Thriving & Inclusive Organisations Program



### ORGANISATIONAL CULTURE (change, transition and transformation)

- > Strategic Change & Transition Planning
- > Organisational Health Measurement and Interventions
- > Creating Peak Performing Organisations & Boards (training, coaching & facilitation)
- > Design Thinking Innovation Programs

*Inspire*

*Purpose*

*Service* • *Opportunity*



## OUR LEAD TEAM >>



JULIE HILLIER

ORGANISATIONAL  
CAPABILITY EXECUTIVE LEAD



CLAIR TURNER

CONSULTANT



KATIE CLARKE

CONSULTANT

## OUR CLIENTS >>



*"Our team can support you to be the difference that makes the difference in how you lead yourselves, your team, your organisation and/or your community, for sustainable business, NFPs, and social impact outcomes."*

JULIE HILLIER  
ORGANISATIONAL CAPABILITY  
EXECUTIVE LEAD



# Case Studies

## Management Development Program

### Australian Taxation Office (ATO) 2017 (ongoing)

IPS delivers the ATO's Management Development Program, providing quality leadership and management training while recognising the continuing journey of the ATO in cultural transformation. IPS delivers consistent, scalable and flawless quality blended learning programs, supported by proven project management and an experienced delivery team.

*"The delivery of the presentation is very professional, easy to follow, easy on the eye, and set out beautifully. Shout out to IPS and everyone who has worked really hard to get this up and running. What an amazing team." - Brenda Marshall, ACT Learning Lead Coordinator | ATO*

## Strategic Plan Development

### Queensland Indigenous Family Violence Legal Service (QIFVLS)

IPS was engaged by the Queensland Indigenous Family Violence Legal Service (QIFVLS) to work with the board in facilitating and delivering a strategic planning process. The IPS team guided the board through a dream session and a process that included development of a new vision and mission statement, and strategic plan. QIFVLS continues to engage IPS to support their strategic direction.

## Executive Leadership Program

### Australian Taxation Office (ATO) 2021 (ongoing)

IPS are delivering the Executive Leadership Program for the ATO. The advanced level courses are for executive level (EL) leaders and managers. The five contemporary topics developed and delivered by IPS include: Virtual Leadership, Design Thinking for Leaders, Harnessing the Harnessing Humanistic Gains in the Covid Era, Courageous Leaders, and Exceptional Communication with Impact.

## Kimberley Change And Leadership Project Coaching

### Department of Communities (WA)

IPS and partners Nous delivered coaching sessions for Level 6 to Level 8 leaders across various government departments and not-for-profit organisations in the Kimberley region. Our delivery used Wave Assessments to identify leadership attributes, and up to four individual coaching sessions to 40 participants over the course of 12 weeks. The sessions were delivered by our experienced team of coaches to participants in remote locations using online platforms.