

# Organisational Capability

**Partnering with individuals, teams, organisations and communities to drive sustainable and inclusive change.**

As trusted partners, we co-design innovative solutions to help organisations survive in a rapidly changing, complex and dynamic world. We have a diverse team of highly experienced facilitators, accredited coaches, and HR/OD professionals who will work alongside you to ensure sustainable social and economic outcomes. Our evidence-based programs, analytical tools and frameworks are tailored to suit your specific needs.



IPS provides consulting services across Australia

## Our Capabilities



### **Organisational Development** (strategic planning, change management, and organisational transformation)

We empower organisations to develop a clear vision and values, and to embed aligned behaviours. We work closely with organisations using contemporary practices such as Balanced Scorecard Activation and Design Thinking Innovation Programs. We also provide expert facilitation and executive coaching for any group size.



### **Leadership Development**

Our in-house designed suite of programs and frameworks can be tailored to suit your needs through a co-design process, with a view to ensure it has practical outcomes and realised benefits. Our team has experience delivering at a national and global scale to develop capabilities at all levels of the organisation. We utilise a range of validated tools to identify individual needs, which is supported by a team of professional coaches.



### **Strategic HR / People and Culture**

Our accredited HR professionals can partner with you to identify opportunities for improvement, providing an unbiased external view to support your objectives. This includes capability reviews, capability building, workforce planning and talent management.



### **Diversity, Equity and Inclusion**

Our comprehensive programs are designed to create inclusive organisations that leverage the power of diversity and create the space for all to thrive. This can be a challenging space to work in, however we have a proven track record working with organisations to develop and implement diversity and inclusion strategies, while ensuring buy-in from key stakeholders.

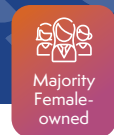


### **Organisational Culture**

We provide expert guidance, support and methodologies for organisations seeking to navigate complex cultural change, transition, and transformation. Our experts work closely with your organisation's leadership to identify the key drivers for change, articulate the vision for the desired outcomes, and develop a roadmap to guide the entire transformation journey.

**59%** First Nations Ownership

**26%** First Nations Team Members



## Case Studies

### Management Development Program | Australian Taxation Office

IPS delivered the Management Development Program for our valued client, the Australian Taxation Office (ATO), 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.

### Executive Leadership Program | Australian Taxation Office

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 Humanistic Gains in the Covid Era, Courageous Leaders, and Exceptional Communication with Impact.

### Women Leaders in Tennis | Tennis Australia

In support of Tennis Australia's vision of Gender Equity on and off the court. IPS has co-designed a national leadership program that equips Women Leaders in Tennis to navigate Leading Self, Leading Others, Leading Change supported by expert accredited facilitators and coaches from IPS. Our team deliver a mix of face-to-face session and online power sessions to complete self-paced learning modules.

### Organisational Change Program | Public Transport Authority (WA)

IPS was contracted to assist the Public Transport Authority navigate through a significant organisational change program. Key activities included: Upskilling their Executive Team on strategic change management and human centered design thinking; Review of internal key process and policies and updating of these to provide role clarity and improve effectiveness; Strategic review of internal onboarding and induction training (ongoing); Development of Leadership program (ongoing) against internal competencies.

## Our Lead Team



Julie Hillier  
Co-CEO



Damien Chalk  
Executive Director & Co-Founder



Jackie Graham  
Executive Lead



Jeremy Sorensen  
Senior Consultant



Jeremy Sorensen  
Executive Lead

Our team is highly experienced and accredited, from a range of diverse backgrounds. Through co-design and professional facilitation we have the proven track record to support transformational outcomes for your organisation.

## Our Valued Clients

