



# ORGANISATIONAL DEVELOPMENT & LEADERSHIP

Strong Leaders | Strong Community



**IPS Management Consultants is passionate about helping individuals and organisations realise their potential.**

IPS has an extensive library of tailored learning and development solutions for a wide range of leadership skills and levels of experience, supported by a range of proven tools, models and resources.

## WE SPECIALISE IN >>



### TEAM DEVELOPMENT

- > Development of teams: values, strategies, behaviours, effectiveness.
- > Strategic alignment to culture and values.
- > One team approach.



### HR CONSULTING

- > Workforce planning, HR plans and employee development.
- > Talent acquisition and recruitment (including CEO recruitment).
- > Employee retention programs.
- > Employee surveys and evaluations.



### PROFESSIONAL COACHING AND PERFORMANCE

- > Action oriented and supported by assessment technologies (360° Assessments).
- > Delivery of mentoring services.
- > Specialising in executive and leadership coaching.



### CAPABILITY AND ORGANISATIONAL REVIEWS

- > Strategic workshops and planning.
- > Capability reviews.
- > Change process evaluation, design and implementation.



### LEADERSHIP

- > Design, development and delivery of tailored learning and development programs.
- > Best-practice blended learning models.
- > Self learning, webinars, workshops.
- > Team leader and supervisor training.



### DIVERSITY AND INCLUSION

- > Indigenous leadership programs.
- > Focus groups, staff surveys, listen and learn workshops.
- > Health and wellbeing reviews.



### ASSESSMENTS

- > Full suite of assessment technology via the IPS Diagnostic Centre.
- > Evidence based approach to assessing performance.
- > Accredited facilitators, specialised in assessing and coaching teams and individuals.



*Inspire* • *Purpose* • *Service* • *Opportunity*



## OUR LEAD OD&L TEAM >>



**DAMIEN CHALK**  
EXECUTIVE DIRECTOR



**JAHNA CEDAR**  
EXECUTIVE DIRECTOR



**JAN FERRAZ**  
LEAD CONSULTANT



**CLAIR TURNER**  
CONSULTANT



*"I believe that with the appropriate programs, we can unlock opportunities for people, teams and communities to do amazing things."*

- DAMIEN CHALK  
EXECUTIVE DIRECTOR

## OUR VALUED CLIENTS >>



# Case Studies

## Management Development Program

### Australian Taxation Office (ATO)

Since 2016, IPS has delivered 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.

## Family Literacy Program Operational Review

### State Library of Western Australia

IPS conducted an operational review of the State Library's Better Beginnings family literacy program, reviewing service levels and team structures to ensure alignment with the library's strategic objectives and management of key partnerships. Key recommendations included ways to streamline operations and service delivery to effectively and sustainably manage the program's growth.

## 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.