

# Organisational Capability

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

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. IPS identifies the fundamental focus of organisational design is to ensure aligned individuals, teams and services with organisational strategies, and in driving high performance.



IPS provides consulting services across Australia

## Our Capabilities



### Organisational Development

Our expert team specialises in Strategic Planning & Facilitation, Organisation Structural Reviews and Transformation, Vision, Values & Behaviours Embedding, Balanced Scorecard Activation, and Design Thinking Innovation Programs. We have the winning formula to unlock your company's full potential and drive it towards a brighter future.



### Leadership Development

We deliver a truly transformative journey designed to unlock leaders true potential and propel them towards exceptional success. Our program is built on a foundation of Co-design Design & Delivery, ensuring a comprehensive and dynamic learning experience that caters to your organisations unique needs.



### Strategic HR / People & Culture

Our experienced team can help you deploy numerous activities to enhance HR's effectiveness across the business. From Capability Reviews, Capability Building, Workforce Planning and Talent Management, HR Analytics to embedding HR Information Systems to optimise technology for HR operations.



### Diversity And Inclusion

Our comprehensive programs are designed to create thriving and inclusive organisations by addressing various key areas. We offer programs to enhance awareness, and promote equality. Our leadership programs empower individuals to cultivate diverse and inclusive teams. Embracing different abilities at work is a priority, promoting an inclusive environment for all. We also prioritise mental health with our psychological safety programs.



### Organisational Culture

(change, transition and transformation)

Our team specialises in providing expert guidance and support for organisations seeking to navigate complex cultural change, transition, and transformation processes. 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. We provide a holistic approach that incorporates strategic change and transition planning, organisational health measurement, and targeted interventions.

**59%** First Nations Ownership

**26%** First Nations Team Members



## Case Studies

### Management Development Program | Australian Taxation Office (ATO)

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.

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

### 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.

### Kimberley Change And Leadership Project Coaching | Department of Communities (WA)

IPS and partner 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.

## Our Lead Team



**Katina Law**  
Co-Founder & Co-CEO



**Julie Hillier**  
Co-CEO



**Damien Chalk**  
Executive Director & Co-Founder



**Jahna Cedar**  
Executive Director



**Julie Hillier**  
Co-CEO

*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.*

## Our Valued Clients

