

Thank you for your time and interest in engage consulting group's services. We have provided you with this capability statement which outlines our expertise, experience and credentials in delivering Strategic Advisory services.

Engage consulting group
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www.engageconsulting.com.au

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1 What we do



Strategic Advisory to accelerate leadership performance

Engage Consulting Group provides Strategic Advisory services to accelerate leadership performance. We provide Executive Coaching and Mentoring for Leaders to give them sacred space to think, reflect, create their own solutions for improvement and support the implementation of renewed Leadership Behaviour. Strategic Advisory provides a confidential relationship to help Leaders manage up, down and around and to have a focussed sounding board to accelerate their thinking and decision making. We have both long term (up to 10 years) and short term (up to 6 months) relationships with senior leaders. We have experienced Mentors and Accredited Coaches that have strong backgrounds in business, people, finance, sales & marketing and technology. We engage with Leaders using the proven PDCA (Plan Do Check Act) model to ensure sustainable leadership, development.

Step 1: Business Requirements – understand your unique needs and organisational direction

Step 2: Planning – provide customised options and agree on the plan and the best path forward

Step 3: Implementation – provide blended solutions including pre and post materials, coaching and feedback

Step 4: Review – measure learning and the benefits realised and integrate the findings into planning and improvements

Our service offering includes:

We provide coaching and mentoring in the following areas:

Leadership & Teamwork

Leadership: Lominger Competencies, Emotional Intelligence, Strengths Building, Coaching Skills, Mentoring Skills, Values Development, Conflict Management, Political Savvy & Power Influencing, Motivating Self and Others, Performance Management, Championing Organisational Change, DISC profiling, LSI Profiling, Myers Briggs Profiling, Hermann Brain Profiling

Teamwork: Building new teams, High Performance Teams, Improving Team Performance, Team Motivations, Well-being/Life Balance, DISC

Change management

Organisational Change: Planning & Designing, Effective Implementation, Reviews and Integration, Building Capability and Resilience

Planning

Strategic Planning: Developing Strategic Plans, Developing Scenario Planning, Developing Organisational Vision, Mission, Values

Project Management: Project Planning – for Non-Project Planners, Advanced Project Planning, New Project start ups, Project Reviews and Reinvention

Finance

Developing Business Cases, Finance for Non-Finance Managers, Developing Business Acumen

Sales & Marketing

Business Development, Marketing, Sales/Sales Management, Account Management, Negotiation skills, Developing Value Propositions

Innovation

Creativity, Innovative Cultures, Commercialisation, Product Development

Industries and valued clients:

- CSL, Victoria Police, EPA, Telstra, Siemens, Silcar, AXA, TAL (formerly Tower Life), Bosch, Post of Melbourne Authority, Deakin University, La Trobe University, Nowicki Carbone, TressCox, Corrs Chambers, PKF, McGrath Nicol.
- Healthcare, Victorian Government, Telecommunications, Financial Services, Higher Education, Legal & Professional Services.

2 Client case studies

A few more case studies:

▶ Telco Security Services

- Global telecomms service provider
- Build in-house security services for clients
- Architects & project managers
- Successfully delivered releases over 2 years

▶ Automated reporting

- Global Healthcare/Biotech company
- Global leadership development program
- Program design, on-line services & end-to-end operation of the program
- Successfully ran the program for 5 years in 5 countries (Australia, USA, Germany and Switzerland)

▶ Database System

- Australian ICT professional services firm
- Re-design business processes
- Database design and applications development
- Enabled the organisation to scale by 100% without additional resources and 20% increase in staff productivity

▶ Market research study

- Large Australian ICT construction company
- Market research & product development for future product and service offerings
- Business review & market research
- Successful implementation of Product and Marketing Plan

Delivering value for our clients

📄 Australian University – Reinvention of Leadership & Change Management

Our client, a Senior Leader in an Australian University, needed to restructure their department. We used a set of 10 Executive Coaching sessions over 12 months to provide guidance, sounding board, ideas, models, feedback to support the Leader. The Leader was able to navigate the changes with confidence. The Leader also developed enhanced competencies in the areas of communication, negotiation, political savvy and strategic planning.

📄 Multinational Technology Leader – Navigating Politics

Our client, a Senior Leader in a leading global technology company, identified the need to develop sales and business development competencies. We used a set of 6 Executive Coaching sessions over 6 months to provide guidance, sounding board, ideas, tools, models, feedback to support the Leader. The Leader was able to build their confidence and capability in developing a sales based culture. The Leader also developed enhanced competencies in the areas of communication, negotiation, political savvy and selling.

📄 Asset Manager CEO – Sacred Space

Our client, was a CEO of an Australian company with over 2000 employees. We worked closely with him for 8 years providing Strategic Advisory sessions every 6 weeks. The 90 minute meetings was sacred space where confidential conversations and dialogue was created. As most CEOs and Senior Leaders know it is a lonely job at the top. The Strategic Advisory sessions provided an objective sounding board where ideas could be brainstormed and explored and innovative solutions could be uncovered. We provided models, we challenged assumptions and provided feedback to support the Leader grow and be more successful. The Leader was able to create and exceptional culture and grow the business exponentially during his tenure as CEO.

📄 Global Australian Biotechnology Leader – Just In Time Executive Coaching

Our client was a Senior Leader in a top ASX50 global company. We worked closely with them over 7 years providing just in time Executive Coaching. Our client would call us when there was a significant change or challenge in their career or department. We would have up to 3 Executive Coaching sessions to help the Leader think through, reflect, have a sounding board and come up with tactics and solutions to get over the change or challenge. The Leader's career continued to grow from a national to global role and was more confident and capable to navigate lead by great example.

📄 Australian Insurance Leader – Emotional Intelligence Coaching

Our client, was a Middle Manager in a successful Insurance company. We provided 3 Executive Coaching sessions to help develop resilience and emotional intelligence in the work place. Within 4 months our Leader was able to be more conscious of their emotional state when dealing with difficult stakeholders and able to demonstrate constructive emotions in a professional manner. The Leader increased emotional management competency and increased confidence helped them progress successfully in the organisation.

3 Our team

Corporate Profile

Engage Consulting Group Pty Ltd is a privately owned Australian company based in Melbourne, Victoria.

Office: Suite 5, 210 Lower Heidelberg Road, Ivanhoe East VIC
Staff & Associates: 11
Established: 2002

Association memberships & Accreditations

- AIIA – Australian Information Industry Association
- PRINCE2 foundation certification
- IEEE – Institute of Electrical and Electronic Engineers
- Engineers Australia
- IEC – Institute of Executive Coaching
- PCC – International Coaching Federation
- DISC, MYERS BRIGGS, EI, LSI, Hermann Brain, Lominger Voices

The Strategic Advisory team

Sarina Sorrenti – Director



B. Business Marketing, B. Business Accounting, Grad. Dip. Innovation & Service Management

Sarina has over 20 years experience in strategic marketing, business development and leadership. She has worked extensively in the areas of Executive Coaching, Strategic Marketing and Planning, Business Excellence, Corporate Social Responsibility and Organisational Change. Sarina has provided Strategic Advisory services to CSL, Siemens, Kodak, Silcar, AQC and both State and Federal Government departments. Sarina was a co-author of the book “Releasing the Potential of Managers - Australian Coaching”. Sarina works with Executives to discover their strengths and talents and get the best out of themselves, their teams and their businesses. Sarina is a professional coach with International Coaching Federation, Accredited EI Facilitator, Accredited Booth360, Accredited Voices Lominger 360 and Accredited Executive Coach with Institute of Executive Coaching. Sarina was previously a Board Director with Bendigo Bank Heidelberg/Ivanhoe branches.

Sam Pitruzzello – Director



B. Engineering, Grad. Dip. Communications Systems, Master of Business IT, Grad. Dip. Fin. Planning

Sam has over 22 years’ experience in the telecommunications, IT and financial services (investment, insurance and financial planning) industries. Sam has successfully delivered client projects by applying a structured approach to business case development, risk management and strategic planning. Sam’s expertise includes evaluating the value of ICT investments to ensure quality decision making and improved business practices. He has also designed and facilitated corporate workshops and training programs, including a national sales program for a multi-national company and a business acumen program. Sam is particularly interested in helping individuals and teams develop their ability to maximise cooperation and synergy to achieve sustainable business results. Previously, Sam held a Directorship with a community not-for-profit organisation where he was instrumental in implementing a range of financial control and governance measures in his capacity as Treasurer.

For further information, visit our web site:
www.engageconsulting.com.au or contact:

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Email: sarina@engageconsulting.com.au

Sam Pitruzzello: Mobile: 0411 602 583
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3 Our team

The Strategic Advisory team

Evelyn Morgan-Brooker – Senior Associate



Master of Education, ICF Victorian State President

Evelyn Morgan-Brooker specialises in improving the effectiveness and well-being of leaders and their teams. She is experienced in the development, delivery and evaluation of tailored professional development programs. Many satisfied clients can attest to her ability to significantly boost the confidence and leadership capacity of people regardless of their backgrounds, work experience, level of leadership. She is also has a track record in assisting organizations achieve the cultural shift required for increased productivity, stakeholder satisfaction and improved well-being of staff. She is well-liked for her sense of humour, ability to bring out the best in people and empathy. Evelyn's consulting tool kit includes Coaching and Mentoring, Strategic Planning, Change Management, Organisational Culture Development, Leadership & Team Development. Evelyn has developed organisational and regional wide leadership programs, including coaching and mentoring programs, career development programs to support the on-going development of aspiring and experienced Leaders.

Louise Speirs-Bridge – Senior Associate



Bachelor of Arts, Associate Diploma of Commerce (Management), Advanced Diploma of Solution Oriented Coaching, Diploma of Human Resource Management, Certificate IV Assessment and Workplace Training

Louise is a skilled business professional with a track record of engaging with leaders and decision makers to improve individual and organisational effectiveness. She has more than 20 years' experience across a range of industry sectors including professional services, retail, law enforcement, manufacturing, utilities and telecommunications. Louise has over 3,000 hours of group & individual coaching experience with graduates through to CEO's. With a proven ability to challenge the status quo and think outside the boundaries, she is a committed, open minded and flexible coach. She is also an experienced facilitator, having designed and delivered capability building programs in areas such as coaching & leadership, performance management, personal effectiveness, emotional intelligence & team building. As a qualified solution oriented practitioner, Louise draws from evidence based psychological modalities such as Cognitive Behavioural Therapy (CBT), Acceptance Commitment Therapy (ACT) and Positive Psychology. She is also accredited to deliver the Myers Briggs Type Indicator (MBTI); Belbin Team Roles, Life Styles Inventory (LSI) and Group Styles Inventory (GSI).

For further information, visit our web site:

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or contact:

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