



**ips**

MANAGEMENT CONSULTANTS

# Organisational Capability

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

As trusted partners, we work alongside our clients to co-design innovative whole-of-system approaches that ensure return on investment and sustainable social and economic outcomes for all stakeholders. Our expert team of accredited HR/OD professionals, accredited coaches and facilitators can tailor our evidence-based programs and frameworks to suit your context and your environment.

IPS provides consulting services across Australia

## Our Capabilities



### Organisational Development

Specialities include whole of system Culture, Structural and Process Reviews, Strategic Planning, Strategic Change and Transformation programs, Vision, Values and Behaviours Embedding, Balanced Scorecard Activation, and Design Thinking Innovation Programs. We 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. Our team has experience delivering at a national and global level.



### Strategic HR / People & Culture

Our accredited HR professionals can partner with you to enhance HR's effectiveness across your business or organisation. 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 that leverage the power of diversity and create the space for all to thrive. Our Diversity and Inclusion leadership programs empower individuals to cultivate diverse and inclusive teams.



### 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. We provide a whole-of-system 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

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



**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

