

## Steve Cartledge - A Short Biography .....

- Former Partner of leading change firm in London with 20+ year's experience of consulting in Leadership and Organisational Development; Culture; Communication; and Change Management.
- Areas of Expertise:  
Creating High Performance Teams and Leaders; Developing / Implementing communication strategies and campaigns; Leading projects to generate engagement around major change; Defining and building organisational culture and new ways of working, especially Values/behaviours programs; Strategic guidance and scoping of change projects; Managing large, complex change programmes on the ground; Facilitation of workshops/senior teams; Coaching and mentoring top teams on Leadership Style, Communication & Management of Change; Running 'State of the Nation' internal/external stakeholder interviews/focus groups on such issues ranging from 'where people are at' in an organisation to assessing the impact of a business on the community from a CSR perspective.
- Track record over last decade of leading variety of projects ranging from small strategic advisory assignments of \$10K to large strategy, delivery, and implementation projects of \$1m.
- Developed a reputation for client focus; open, engaging and pragmatic way of working; energy, tenacity and ability to 'make things happen and get things done'; long-term client relationships.
- Worked across most different sectors and with a diverse number of well known organisations. In Australia, these include Water Corporation, BHP Billiton, Worley Parsons, Sinclair Knight Merz, AMEC Oil & Gas, RAC, Perth Airport, Woodside, IKEA, Iluka Resources, Panoramic Resources, Norilsk, Perilya, iiNet, Curtin University, Dept of Treasury, Department of Industry & Resources, GESB, National Lifestyle Villages and Minter Ellison. Other well known previous clients include National Australia Bank, Zurich Financial Services, Vodafone, Siemens, National Commercial Bank (in Saudi Arabia), Reuters, BP, Marsh, Barclays Bank, British Energy, Wedgwood, Dept of Health (UK), Jersey Post and Hewlett Packard (in Spain).
- Accredited in OCI, OEI and LSI (Organisational Culture Inventory, Organisational Effectiveness Inventory and Life Styles Inventory, administered by Human Synergistics) and is experienced at deploying these tools to measure/diagnose cultures and individual leadership style and effectiveness. Used these within major culture change interventions and leadership coaching programs of work with many organisations.
- Has a BA (Hons.) in History and Politics from the University of Nottingham, UK.
- Proficient in both French and Spanish.
- Has spent travel and sabbatical periods in South America, Southern Africa, USA, France and New Zealand. Travelled by car around Australia from Sydney to Perth for 5 months in 1998.
- Interests include hiking, diving, golf, tennis, cricket, guitar, piano, travel, photography.

