

Melanie Eyres

Principal Consultant



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Consultant overview

Melanie works with individuals and groups, to explore options for solving specific organisational performance challenges and leverage emerging opportunities. Melanie has a highly facilitative approach through which she is able to help people to apply disciplined strategic thinking while working in a collegiate manner.

Melanie has a strong commercial and business background having worked both in corporate and within businesses. She has a natural improvement orientation and draws on her own professional experiences within the public and private sector to facilitate learning in others. Melanie has a passion for facilitating learning and enjoys working collaboratively with people to help them build knowledge, skills and insight.

Melanie's key capabilities include:

- Experienced facilitator and coach
- Experienced in workshop design and delivery
- Effective speaker & communicator
- Well versed in contemporary management / leadership theory, with the skill to guide the transfer of these concepts into practical application.

Leadership Development experience

Melanie is passionate about leadership development and designs and facilitates training workshops across a number of content disciplines; including Managing staff, Building + leading effective teams, Coaching skills, Stakeholder engagement through collaboration, Managing up + across, Emotional intelligence, Mentoring, Enhancing resilience, Coping with + managing change, Building a feedback rich culture and Career Planning.

Melanie has designed and delivered **customised leadership programs**, and provided **coaching services** for a wide range of clients including, Real Estate Australia (REA – realestate.com), the City of Whitehorse, Country Fire Authority, Treasury Corporation of Victoria, DELWP, Office of Public Prosecutions (OPP), V/Line, The Shire of Nillumbik, Bayside City Council, The City of Glen Eira, Telstra, The Swinburne Faculty of Business and Enterprise, the Australian Unity Business School, and the National Gallery of Victoria.

Melanie also delivers the *Discovery in Action® (Leading People)* program, a practical, workplace based, peer and coach supported leadership program that guides small groups of leaders to research, reflect and improve their leadership practice.

Example Assignments Undertaken

Examples of the range of consulting assignments Melanie has undertaken include:

- Facilitation and Program Management of the *Discovery in Action®* program at DELWP, City of Whitehorse, Treasury Corporation of Victoria, CFA, Shire of Nillumbik and Bayside City Council
- Delivery of 250+ learning + development workshops - including 2hr Learning Forums, half and full day workshops (www.discoveryinaction.com.au)
- Design + facilitation of workshops to help embed organisational values into various teams
- Design + facilitation of team numerous team planning and team cohesion workshops
- Design and delivery of numerous customised programs, including the 'Working Together' program at TCV, the OPP Leadership +Management Development Program, REA's 'Management Essentials', 'Becoming a Coaching Leader' + 'Leadership Matters' workshops, Swinburne Faculty of Business & Enterprise + Australian Unity "Inspire" Leadership programs
- Facilitated multiple 'High Performing teams' workshops
- Supported the Old Haileyburians Association in the establishment of a Mentoring Program
- Designed + facilitated process for Knox School principals to contribute to the KIOSC Trade Training centre planning
- Explored commercial capability opportunities for a leading educational organisation
- Design and delivery of a number of accredited units in the Diploma of Management
- Numerous 1:1 coaching assignments facilitating the exploration of options including influencing key stakeholders, keeping team members 'accountable', confidently holding difficult conversations, implementing effective delegations and future personal career options

Executive & Management Experience

Previously:

- **Planning Manager, Orica Ltd, Corporate Planning Division** - working closely with senior executives and Executive Board members, facilitating businesses through the Orica Strategic Management Process
- **Project Prodigy Team member** - creating the new Orica (formerly ICI). Joint Orica / McKinsey & Co. project
- **Divisional Accountant, ICI Pharmaceuticals** - senior finance professional on the business management team, team leader of finance function

Other relevant information

- IECL Level 2 coach
- TAE40110 Cert IV in Training and Assessment, 2011 (BSZ40198 - 2004)
- Qualified as Member of Certified Practising Accountants (Member for 20 years)
- Bach of Business (Accounting) with Dist'n - RMIT (1993)
- Member of Australian Institute of Training + Dev (AITD)
- Recent courses: ILP - Design for Learning, AITD - Advanced Facilitation skills, Visual Facilitation, Positive Psychology