

**Paul Eyres**  
**Principal Consultant**

☎ Ph: 0413 021 209

🌐 [www.eyresandassociates.com.au](http://www.eyresandassociates.com.au)

✉ Email: [paul.eyres@eyresandassociates.com.au](mailto:paul.eyres@eyresandassociates.com.au)

**Capability overview**

Paul is passionate about creating space for people in organisations to have moments of genuine insight – about themselves; about business issues; about plans and strategies for the future. Paul helps individuals and groups to clarify their thinking and generate new insights that build their confidence to take action.

Since 2004 he has been working as an independent consultant, coach and facilitator working in collaboration with individuals and teams within organisations. He draws on his range of professional experiences (private and public sector, consulting and corporate) and studies in action research and reflective practice when working with clients across a broad range of organisational and individual development activities.

Paul's key capabilities include:

- Skilled and experienced in strategy, business planning and business improvement
- Experienced facilitator and coach
- Strong theoretical and practical understanding of action learning
- Active listening and questioning skills
- Thorough knowledge of the Victorian Public Sector
- Well versed in contemporary management / leadership models, with the skill to guide the transfer of these concepts into practical application.
- Change management

**Clients**

Paul has undertaken numerous facilitation and coaching assignments for a range of clients including:

- Department of Premier and Cabinet
- Department of Environment, Land, Water & Planning
- Ian Potter Museum of Art
- Treasury Corporation of Victoria
- Melbourne & Olympic Parks Trust
- Legal Services Board + Commissioner
- Greyhound Racing Victoria
- City of Whitehorse
- Victorian Civil & Administrative Tribunal

**Example Assignments undertaken**

Paul undertakes a broad range of assignments in the areas of strategy and planning, business improvement, facilitation, change management and leadership coaching.

Examples of some assignments include:

- Developed a corporate strategy map and performance measures for a government enterprise and cascade to business units.
- Facilitated the development of a Strategic Plan for an Arts organisation.
- Developed and facilitated executive planning retreats for a central government agency.
- Developed a change management plan for a merged business unit.
- Designed and delivered a proprietary leadership development program - *Discovery in Action*<sup>®</sup> - that guides small groups of leaders to research, reflect and improve their leadership practice.
- Facilitated action-learning teams to use reflection in action and develop their leadership behaviours and practice.
- Facilitated a review of the regional model for a government department.
- Facilitated a workshop to scope operational arrangements between two professional bodies.
- Individual executive coaching assignments for a range of organisations.

**Executive & Management Experience**

Previously:

- **Program Director Reaching our Potential** – leading an integrated change management program at Department of Treasury and Finance (DTF) that included an innovation strategy, new business model, leadership program and KM strategy.
- **Director Corporate Planning DTF** – responsible for business planning and reporting, HR strategy, risk management, internal audit.
- **Manager Organisational Effectiveness at City of Melbourne** - responsible for business planning and reporting, HR strategy, risk management.
- **Senior Manager at Ernst & Young**

**Other relevant information**

My formal academic qualifications include:

- Master of Applied Science (Innovation & Service Management) RMIT
- Certified Organisational Coach, Level Two, IECL
- Bachelor of Economics (Monash University)
- Qualified as an Associate Member Institute of Chartered Accountants
- Member of OD Australia
- Member of the Institute for Learning Professionals