

### 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, Leading effective teams, Coaching skills (fundamental and advanced), 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, Department of Education & Training, 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, Agriculture Victoria, DJPR and Bayside City Council
- Delivery of 300+ learning + development workshops - including 2hr Learning Forums, half and full day workshops ([see examples](#))
- Design + facilitation of workshops to help embed organisational values into various teams
- Design + facilitation of team numerous team planning and high performing team workshops
- Design and delivery of numerous *customised* programs, including REA's 'Management Essentials', 'Becoming a Coaching Leader' + 'Leadership Matters' workshops, DELWP's People Management Fundamentals & Managing for Success programs, the OPP Leadership + Management Development Program, WCC IT team's 'High Performing teams development series', Swinburne Faculty of Business & Enterprise + Australian Unity "Inspire" Leadership programs
- Design + facilitation of Everything DiSC® workshops with intact teams
- Supported the Old Haileyburians Association in the establishment of a Mentoring Program
- 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, Everything DiSC accredited facilitator
- 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
- Member of Australian Institute of Training + Dev (AITD)
- Recent courses: ILP - Design for Learning, AITD - Advanced Facilitation skills, Visual Facilitation, Positive Psychology