

Melanie Eyres

Principal Consultant



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Facilitator overview

Melanie works with clients as an independent coach and facilitator, helping others to enhance their learning, solve challenges and leverage emerging opportunities. Melanie's core goal is ultimately, to help others realise their potential. She helps clients build greater understanding + awareness, challenges them to explore what is possible, and helps them to generate new insights that strengthen their ability, confidence and energy to take action.

Melanie has a strong commercial and business background having worked both in corporate and within commercial businesses. Since 2004 she has been serving clients grappling with the challenge of creating environments which enable their people to be their best. She has a natural improvement orientation and draws on her own professional experiences within the public and private sector to facilitate learning and discovery in others. Melanie is passionate about helping leaders create an environment that really engages their teams and improves organisational culture and performance. Melanie has a highly facilitative approach, and carefully designs interventions to consider a range of needs, outputs and outcomes.

Melanie's key capabilities include:

- Experienced facilitator and coach – face-to-face and remote delivery
- 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 workshops in a range of areas; including Managing Staff and Leading Effective Teams, Coaching Skills (fundamental and advanced), Stakeholder Collaboration, Managing Up + Across, Emotional Intelligence, Enhancing Resilience, Career Planning, Managing Remote teams, Building a Feedback Rich Culture and Communicating and Working Together.

Melanie has designed and delivered **customised leadership programs**, and provided one-on-one and group **coaching services** for a wide range of clients including, Real Estate Australia (REA), the City of Whitehorse, the CFA, Treasury Corporation of Victoria, DELWP, the Office of Public Prosecutions, The Shire of Nillumbik, Bayside City Council, Agriculture Victoria, The City of Glen Eira, The Department of Education, Telstra, South Gippsland Shire Council, V/Line, Swinburne University, and the Australian Unity Business School, plus many others.

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, RCHF, DJPR and Bayside City Council
- Delivery of 400+ learning + development workshops (face to face and remote delivery)
- Design + facilitation of Everything DiSC® workshops with intact teams and with Managers
- Design + facilitation of workshops to help embed organisational values into various teams
- Design + facilitation of team numerous team planning and 'climate for high performance' workshops
- Design and delivery of numerous *customised* programs, including REA's 'Becoming a Coaching Leader' + 'Leadership Matters', DELWP's People Management Fundamentals & Mastering Flexible Teams, 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 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 and Silenus Laboratories** - 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 Distinction - RMIT
- Member of Australian Institute of Training + Dev (AITD)
- Recent courses: ILP - Design for Learning, AITD - Advanced Facilitation skills, Visual Facilitation, Positive Psychology