



Ian Berry's Capability Snapshot

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I've had the privilege to work with more than 1000 leaders, women and men, in over 40 countries since 1991.

I've discovered the one-thing that guarantees profitable, fit for the future, sustainable businesses - it's fully alive human being leadership.

I know all the talk is about disruption, digital and data. The facts are that every challenge you're facing right now in your workplace has human origins. And of course without human needs and wants there'd be no disruption, digital or data.

Your best future is all about fully alive human beings doing work that is meaningful for them and highly valuable for others in harmony with technology that enhances the human experience.

My work with you is about increasing the number of fully alive human beings in your workplace.

Learn more at <http://www.ianberry.biz/who-before-do/> and <http://www.ianberry.biz/speaking/>

The best way to discover what's in me for you is to participate in one of my online conversations or if you live in my neighbourhood one of my in person master-classes. At the who before do link above you'll see how to arrange this with my compliments.

You can also read, view or listen via my complimentary resources <http://www.ianberry.biz/leadership-management-and-culture-enhancement-complimentary-resources/>

Via the previous link you will see how to get your complimentary copy of my Changing What's Normal book and the sequel The Appreciative Leader.

Changing What's Normal' is simply a book like no other, a real must read. Everyone in the audience of the Sydney book launch were gripped by Ian's avalanche of enthusiasm and passion. The only downside is the near impossibility to put it down once you've started the first page.

Peter Merrett, National Service & Relationships Manager, Jones Lang LaSalle, Australia

My work is always collaborative. **I see each of my clients as performance partners.**

My process is to meet you online and/or in person and agree on objectives, how success will be measured, investment required, and return on investment.

As a mentor to me and my family members who lead and manage our businesses Ian Berry has made a significant difference to our personal and business success including our 570% growth in just under 5 years.

Peter Taylor, CEO Townsend Building Services, Brisbane, Australia

The following are just a few case studies of my work.

They highlight specific interventions for clients, not the full range of work over the years for any of them.

February 2016 - ongoing

I conduct an **in person master-class 10 months of the year** near my home for owners and senior leaders of several non-competing business, some of whom are mentioned below. In between master-classes I conduct **1:1 and group mentoring sessions**. There's currently vacancies for 4 season's ticket members.

May 2014 - December 2014, October 2015 - April 2016, August - October 2016 February - June 2017, August 2017 - ongoing

For a **leading local council** I provide 1:1 and group mentoring for several leaders. I have previously provided tailored mentoring for a number of leaders. I also conducted a bespoke 90 day leadership development program for all 18 senior leaders of the organisation.

February 2012 - December 2014, March 2018 - ongoing

For one of the **world's largest claims management organisations** whom I initially began working with in October 2007, I have mentored several senior leaders and assisted in succession planning. In the past I helped this organisation to upgrade the talent leadership development system in order to continue to reduce staff turnover and increase employee driven engagement. I am currently working with a senior executive on leadership development and succession planning.

January 2014 - December 2014, October 2015 - January 2016, Quarterly since 2017 and ongoing

For a **leading international boutique creative agency** I mentored the owner of the business and assisted in the development of a performance leadership system. I have since been reengaged to further assist this growing business. Currently I conduct a quarterly performance review session with the leadership team.

April 2016 - June 2017

For a **leading paint manufacturer and trade and retail supplier** I provided mentoring and leadership development programs for Leaders and Business Development Managers to help the organisation expand and grow the business. A senior leader continues to work with me through membership of the master-class group mentioned at the top of this page.

April 2016 - August 2016

For a **leading provider of employment opportunities for people with a disability** I provided mentoring, leadership development, and strategic advice as the organisation prepared for major industry changes and seeks to maximise growth opportunities. A senior leader continues to work with me through membership of the master-class group.

January 2016 - July 2016

For a **leading United Kingdom based entrepreneur** I provided a bespoke online mentoring program to help my client expand his businesses into other regions and countries.

November 2015 - December 2016

For **a leading concrete supplier** I provided a tailored in person mentoring program for the General Manager as he seeks to improve the performance and accountability levels of direct reports, and to increase levels of already good employee engagement. The General Manager continues to work with me through membership of the master-class group.

March 2015 - January 2016

For **a leading car and truck rental organisation** I provided mentoring for the owners of two franchises to ensure uplift in performance across multiple sites.

One franchise owner continues to work with me through membership of the master-class group.

September 2014 - May 2016

For **an international accountancy firm** I provided tailored leadership development programs for people identified as future leaders. I also provided bespoke mentoring for selected Principals.

December 2009 – August 2010; December 2015 - June 2016

For **a boutique accountancy firm** I mentored the owners, partners and the leadership team and co-designed and implemented a performance leadership system that resulted in greatly improved productivity across the board. Following a merger I was reengaged to provide tailored leadership development for key people.

January 2015 - October 2015

For **a leading real estate agency** I provided a tailored in person and online mentoring program for the Principal that enabled improvements in structure, strategy and systems and corresponding increases in sales.

August 2014 - December 2014

For **a leading bank** I provided mentoring for four senior leaders as a follow through from a tailored master-class about personal, relationship, and organisational change.

July 2014 - December 2014, May 2015

For **a leading government agency** I mentored two senior leaders as a means of preparation for a cultural uplift program. I was then reengaged to present a tailored workshop for 30 leaders of this organisation in May 2015 to kick-off the program.

January 2013 - February 2014

For **an innovative supplier of marketing, branding, procurement and supply chain services outsourced by other organisations** I worked as the Independent Chairman of the Board and assisted in strategy, system and structure changes as well as overseeing the implementation of a performance leadership system.

February 2012 - April 2014

For **a major international construction company** I designed, developed and presented the first leadership development program for the company in a predominantly non English speaking division. I presented the program with an interpreter. I was then engaged as a mentor to the senior leader. I have now worked with this organisation in three countries.

September - November 2011, September 2012, May 2013, September 2013

For one of the **largest commercial property managers in the world** I have been engaged on several occasions to provide changing what's normal presentations and conversations as a part of their customer service enhancement days for contractors and employees of their major sites.

November 2011

I was one of 5 key presenters at a global leaders conference in Germany for **a major car manufacturer**.

April 2010 - May 2011

I took time out to write my *Changing What's Normal* book and to help care for a dying friend.

November 2010

For **a major packaging company in United Kingdom** with several thousand employees I conducted a differencemaking day for their senior executive team. Three members of the team were part of the pre-publication review group of my *Changing What's Normal* book.

October 2009 – February 2010

For **a major provider of services to people with disabilities** I designed and presented a leadership development program for the senior leadership team that resulted in improvements in engagement, productivity, collaboration, and decision making. Myself and a colleague also provided extensive 1:1 mentoring over an extended period for this project.

February 2001 – April 2003; February 2010, April 2018

For the **franchise owners of 8 stores of a major international retailer** and over several years, I assisted store managers and employees in the design and implementation of a people engagement system that revolutionised work practices, reduced employee turnover and increased levels of employee engagement.

The system has of course evolved however the major principles and structure are still in place. I conducted a follow up master-class with store managers in February 2010 and again with two leaders of a store in April 2018.

January 2007 – March 2009

For **an originally small construction firm** I was initially engaged to assist in improving the engagement levels of staff. This occurred. I then acted as a mentor to the owner and three senior leaders of the business. This was followed by a two year term as the Non-Executive Chairman of the Board during which time the company experienced significant growth.

January – June 2008

For **a major Credit Union** I co-lead a performance improvement project for 6 months which included the design and implementation of upgraded performance leadership system, team and division development, and 1:1 mentoring of senior executives and staff.

The project saw across the board improvements including the major objectives of increasing funds under management, lending levels, and percentage of employee engagement.

December 2007 – May 2008

For a firm of architects I designed and implemented with partners and staff a work flow, communication and performance leadership system that resulted in greatly improved efficiency and the attraction of new clients.

August 2007 – January 2008

For a major provider of learning programs and courses for the insurance industry I conducted a strategic thinking program for the senior leadership team and designed and presented a leadership development program. Over the months of the project and following there were significant improvements in productivity and employee engagement.

March – July 2007

For an iconic non government organisation (NGO) I was engaged to improve supply chain effectiveness, culture and engagement, internal and external service, and marketing and sales, with results showing 10% improvement in sales.

June 1995 – July 2007, 2012, 2013

For a major international transportation organisation I conducted a total review of roles and performance standards in order to create a customer (internal and external) centred workplace. I facilitated performance improvement programs for more than 300 employees, provided extensive on the job mentoring, mentored a team of internal change agents, and assisted in the development of a Performance Management Development System (PMDS) for all staff. I was engaged to provide services using my full range of expertise over a period of more than a decade. I was reengaged to provide mentoring and leadership development in 2012 and 2013.

January – June 2007

For a government monopoly I designed and delivered a personal and business development program that I conducted over several months that saw a high performing workplace achieve even greater performance.

January 2005 – July 2006

For a capital city office of a national accountancy firm I led a two day strategic thinking retreat with the 10 owners. Soon after I conducted a cultural integration and employee and customer engagement program that saw staff turnover drop from 26% to zero within 14 months and the majority of employees improve their productivity.

I was the Non Executive Chairman of the Board of of this organisation for 18 months and assisted in the due diligence of people in a major merger and acquisition.

Professional speaking

In addition to client projects I have been paid to speak more than 2500 times. My presentations are meticulously researched and followed up with the provision of extensive and tailored learning resources to assist people in taking action that ensures performance improvement.

I have presented to more than 100 CEO peer groups in 4 countries.

Ian has a real sense of engagement with his audience. He has the great ability to read the audience and adapt his presentation style to ensure a rewarding experience for all participants.

Ian is passionate, business savvy and very articulate. He is a proven winner with our syndicates as indicated by his consistently high ratings by members. Ian is a professional who can be relied upon to deliver on your expectations.

Barry Westhorpe, when Chief Executive - Victoria, Australia, The CEO Institute

For details of my presentation packages that solve your problems please visit

www.ianberry.biz/speaking/

Mentoring

I began mentoring in the early 1980's as a key part of my career as a financial services executive. I ended my career in 1991 leading a 100million business unit. **I believe mentors are people we trust inside and/or outside our organisation who have the following essential skills:**

- ✓ Ability and willingness to ask questions and self discipline to not necessarily give answers
- ✓ Ability and willingness to actively and reflectively listen and willingness to understand in non-judgmental and non-prejudicial ways
- ✓ Ability and willingness to engage in dialogue that inspires others to take action in their own way
- ✓ Ability and willingness to share experience in ways others will find valuable in making their own decisions and taking action in their own way
- ✓ Ability and willingness to be silent as others focus and think through their issues
- ✓ Ability and willingness to give sound advice but more to encourage people to find their own way forward

Since commencing my own businesses in 1991 I has mentored a significant number of people in a wide variety of roles including:

- ✓ CEOs/MDs/Presidents
- ✓ Board members
- ✓ People identified as future CEOs
- ✓ Under performing individuals and/or teams
- ✓ People identified for possible promotion
- ✓ People who had been recently promoted
- ✓ Long-term employees who had been in the same role for more than 2 years
- ✓ People who were perceived as square pegs in round holes
- ✓ Highly competent people lacking commitment
- ✓ Highly committed people lacking competency
- ✓ People seeking greater personal development
- ✓ People being considered for reassignment or dismissal
- ✓ People who were unable to see current opportunities for their advancement
- ✓ Top performers who organisations had been worried about retaining

- ✓ High achievers who feared burn out
- ✓ People with life and work balancing issues
- ✓ Normally top or good performers not coping with speed of change
- ✓ Good performers whom employers believed could improve further
- ✓ People who had recently had a formal performance review
- ✓ Team Leaders and Intrapreneurs
- ✓ Entrepreneurs
- ✓ Numerous self employed people

Summary

I help my clients to become Appreciative Leaders in their own best way. Better business results at less personal cost follow.

Clients say that I have three great gifts:

He sees what most people don't and helps us to fully appreciate and get the best out of ourselves.

He helps us pinpoint and execute the one thing that's the most valuable for us to do next.

He's really great at helping everyone improve a little, which means we all improve a lot, and therefore we're more remarkable.

If You're Looking For A Fresh Perspective...

Contact me today on +61 418 807 898 for an off-the-record chat to discuss your situation and how I may be able to help you to move from what is to what can be.