

VANTAGE POINT
CONSULTING PTY LTD



Company Profile

Where **leadership & collaboration** meet



What We Do

Vantage Point Consulting provides strategic consulting when leadership and collaboration are required.

Vantage Point assists businesses to identify and lead change; to respond to the cultural, structural and human consequences of change; to help create purpose and direction; and to enhance working relationships and effective management and leadership action.

Vantage Point designs and implements high impact strategies that assists organisations transform the way they work. Through our flexible approach and innovative application of leading edge concepts, we build capacity, strengthen relationships and enhance results. Whether the need is to develop leadership among senior managers; build a team based organisation or serve customers more effectively Vantage Point helps facilitate long term and sustainable change.

Our consultants help managers:

Develop skills and capabilities – to exercise leadership at all levels;

Apply these skills, talents and individual energies as fully as possible at all levels;

Innovate and focus on customers;

Empower people through a shared vision of the organisation and their part in it;

Learn continuously from the experience and develop strong relationships;

So that they can **Plan** for innovations and **Lead** change processes.



Why We Are Different

Vantage Point Consulting focuses on the intersection between people, strategy and organisational dynamics.

We are experienced and specialised. We have extensive practical experience working alongside CEOs, executives, professional and technical staff, line managers and specialists, as well as HR managers and administrators.

Working in joint teams *with* our clients, we transfer skills so managers and others in the client organisation 'own' the changes, take responsibility for them and keep the skills.

We then use this daily experience with our clients and combine it with our own training investment and international experience, to keep our techniques at the leading edge.

What does all this mean? As professionals with over thirty years combined experience, we understand organisations. We work on underlying issues, such as behaviour and thinking, as well as structures and management processes. We discover an organisation's patterns of success and build on this, as well as dealing with problems. And most of all, we can appreciate the needs of individuals.

"[Vantage Point] added significant value through the quality of work and also through the depth of knowledge ... this has enabled a high level of acceptance for the new ideas suggested ... The validity of skills provided is enhanced by professional status, external status & up-to-date coverage of trends in HRM."

**Executive Director
Human Resources**



Our Approach

The meeting place of ideas, commitment and energy.

Adaptive change happens when individuals and organisations face hard realities; when strategy and leadership intersect; when collaboration occurs; and when the potential of all people involved is harnessed to mobilise change. We call this intersection, this meeting place of ideas, commitment and energy – the Vantage Point!

Our approach to consulting emphasises:

Collaboration: we take pride in developing open, long term partnerships with our clients – we implement and facilitate our work with client groups, not to them.

Strengthening client capability: a strong focus on sharing and transfer of knowledge and skills.

Customised services: our programs, products and processes draw on a combination of facilitation, teaching, research and international exposure; all tailored to meet the particular needs of clients.

Rigour and challenge: our consulting and learning processes are grounded in well validated concepts designed to increase organizational and individual insight and our active, engaging approach is built on a combination of individual support and challenge – we will ask the hard questions!

Learning: we see a core part of our role is to assist organizations and the individuals in them learn – we are specialists in designing learning opportunities. We also ensure we learn ourselves.

Integrity: we deliver what we say we will (often more); but will tell you if we can't (or won't) do something.

Experience: the principals of Vantage Point each have over twenty years' experience consulting to leaders and their organisation – and they will be involved in all elements of the services we deliver.

“Vantage Point’s consultants are different from other consultants in their focus on the intersection of individual behaviour and institutional constraints, the pleasure in play and consistent modelling of listening and learning behaviour. Overall Maxime and Michael helped us learn better ways to manage, motivate and deal with staff and have enabled us to think about ourselves in more confident, expanded, relaxed and open ways.”

CEO



What Our Clients Achieve

Effective leadership and **superior** management performance;

Improved communication and team work;

Greater clarity of purpose;

More effective organisation structures;

Increased employee participation;

Client and stakeholder service **improvements**;

More effective collaboration across organisational boundaries;

Greater work commitment and output;

Rapid cycle innovation;

Better ways of managing and motivating staff;

People who **adapt** to complexity and uncertainty;

More effective use of resources; and

Achievement oriented organisations.



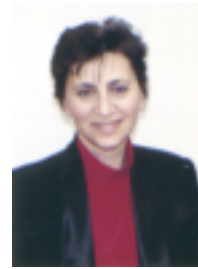
Who We Are

Vantage Point Consulting is a wholly independent and Australian-owned company which was established in 1988 by its principals.

Vantage Point's principal consultants, Maxime Fern and Michael Johnstone, have between them over thirty years experience in working with organisations in the areas of leadership, change, strategic thinking and executive coaching. They are both consulting and organisational psychologists with experience in line management, community development, university teaching, research and human systems development.

Vantage Point also has a network of specialist associates and has strategic partnerships with a number of Australian, UK and US based consulting firms, as well as with several Australian and overseas universities (including Harvard).

Principal Consultants



Maxime Fern
(BA, MEd, MAPsS, CMC,
Registered Psychologist)

Maxime Fern, an Executive Director of Vantage Point Consulting, is recognised as one Australia's leading facilitators of complex systems change, a leader and innovator in management development and advanced level communication. She is an expert facilitator whose ability to work with executive level and senior teams is widely sought.

Maxime is a registered psychologist, with training and professional experience in community health, family therapy and human resource management. She has previously worked in the public and community sectors, developed an internal counselling and consulting service for a large national organisation and been an independent trainer.

Maxime has over twenty years experience in management consulting and organisational development.

Her experience includes providing coaching, training and strategic advice to executive teams and CEOs across a wide variety of public sector, business and not for profit organisations in Australia, South East Asia and North America. She is visiting faculty at the JF Kennedy School of Government's Executive Leadership Program (Harvard University); and is the current Director of Studies for the Senior Women in Management (SWIM) leading edge national development program for high potential executive level women, and has previously taught at the Institute of Management (University of New South Wales).



Michael Johnstone
(BA, MSocSci, PhD, MAPsS, CMC,
Registered Psychologist)

Michael Johnstone, an Executive Director of Vantage Point Consulting, is one of Australia's foremost leadership educators with twenty years' experience in individual, organisational and management development. He is recognised as an innovator in experiential learning; facilitates several national and international executive

leadership programs and is sought after for his expertise in strategic thinking, communication, executive coaching and human systems.

Michael is visiting faculty at Harvard University (JF Kennedy School of Government) executive leadership programs; is a reviewer for the University of South Australia's MBA; a coach to many CEOs and senior executives; and a frequent contributor to leadership forums and conferences.

Michael is a registered psychologist with training and professional experience in university teaching and research, community development, town planning and the housing industry. He has previously held a variety of professional roles in local and federal government; has been an executive level manager; a freelance researcher and a family therapist.

He currently calls Australia home though has lived, worked and trained in New Zealand, Israel, the USA, Malaysia, and England and brings an international perspective to his work. Drawing on his multi-disciplinary training and varied experience, Michael is known for his ability to draw on ideas from divergent fields to meet the needs of his client groups and for the energetic approach to his work.



Who Our Clients Are

Vantage Point is a preferred provider to a number of major Australian organisations including leaders in the professions science, technology, IT and public policy.

Our clients include major federal government agencies, small specialist businesses and several large international companies.

Some of our recent clients include:

- Australian Information Industry Association
- Australian Securities and Investment Commission
- Business and Higher Education Round Table
- Coal Services Australia Ltd
- Commonwealth Scientific and Industrial Research Organisation (CSIRO)
- Department of Education, Science and Training
- Department of Family and Community Services
- Department of the Treasury

- Faulding Pharmaceutical Asia-Pacific (now Mayne Pharma)
- Food Standards Australia New Zealand
- Land & Water, Australia
- University of Sydney

International

- Biogen
- Abbott Laboratories - Hospital Products Division
- AT&T - International Division
- International R & D Management Program (jointly funded by Australian Aid Organisations, CSIRO, World Bank and Asian and African sponsors)
- JF Kennedy School of Government, Harvard University
- Institute for Women Leaders, Rutgers University

“Michael and Maxime are at the same time instructive and facilitative – they teach, they listen. They challenge, they encourage, but most importantly they have been very supportive of us as individuals and as an organisation.

A national leadership program participant



Contact Us

Sydney

1501/3 Kings Cross Road
Rushcutters Bay
SYDNEY NSW 2011

Canberra

9 Dirrawan Gardens
REID ACT 2612

Postal Address

PO Box 527
Civic Square ACT 2608 AUSTRALIA

Phone (02) 6257 4518

Fax (02) 6257 6993

Email

contact@vantagepoint.net.au

ACN 008 647 809

ABN 32 858 276 725