



## **COMPANY PROFILE**

***Founded in 1993, Being Human's mission is to develop  
Change Leadership:  
the personal and organisational capabilities  
to succeed with change.***

*"People feel excited when change is done by them,  
but threatened when change is done to them."  
Rosabeth Moss Kanter.*

PO Box 284 Balmain NSW 2041 Australia [info@beinghuman.com.au](mailto:info@beinghuman.com.au)  
OFFICE 02 9810 6264 WEB [www.beinghuman.com.au](http://www.beinghuman.com.au)



## **INTRODUCING BEING HUMAN**

Founded in 1993, Being Human's mission is to develop ***change leadership: the personal and organisational capabilities required to succeed with change.***

We partner with private and public sector organisations across a range of industries to develop their capability in leadership and change.

Together we choose the best solution to reach your goals, rather than taking a one-size-fits-all approach. We use only practical, proven methodologies, drawn from research and best practice, not quick fixes and fads.

Our team of senior consultants are highly qualified, experienced and practical. Their backgrounds include roles as managers, change managers, project managers and Human Resource Professionals.

### **Leadership Development:**

We assist organisations to foster leadership at all levels with results-focussed, targeted programs for new managers through to senior executives:

- Executive Coaching
- New Manager Program
- Experienced Manager Program
- Senior Leadership Program

We can integrate programs with your organisation's leadership frameworks and approaches. The assessment tools and instruments we use include: Emotional Intelligence, Life Styles Inventory (LSI), Group Styles Indicator (GSI) Myers Briggs Type Indicator (MBTI) and DISC.

### **Change Management:**

Being Human is the Australian Primary Affiliate for Prosci, the world's leading independent change management research, training and publishing organisation. We provide:



- Change Management support and consulting services using the Prosci Change Management Process and ADKAR® model.
- Programs to build the change capabilities of Change Practitioners, Sponsors, Managers/Team Leaders and Employees, powered by Prosci.
- Consulting services, support and leading edge tools to build your organisation's change capabilities including the Prosci Enterprise Change Management Program and the Change Portfolio Toolkit.
- Recruitment services for contract and permanent Change Managers.



## **OUR CLIENTS**

These are some of the organisations that we have recently partnered with. Please ask us for referees and our experience in other industry sectors.

**Airlines, Travel and Tourism**

**Mining and Resources**

**Education and Training**

**Not-for-Profit**

**Entertainment**

**Pharmaceuticals and Medical**

**Financial Services**

**Professional Services  
Accounting, Actuarial, Legal, Consulting**

**IT and Telecommunications**

**Public Sector – Commonwealth**

**Manufacturing**

**Public Sector – State**

**Media and Publishing**

**Public Sector - Local Government**



## **HOW ARE WE DIFFERENT?**

- We transfer our knowledge and skills to your people so they become self-sufficient and confident, rather than becoming dependent on us.
- We work with you to create genuine commitment to change, ownership and buy-in from key stakeholders. Our working style is results-oriented AND creates ownership among your people.
- Together we identify your business outcomes and choose the best solution to meet your needs, rather than taking a packaged, one size-fits-all approach. We offer a range of solutions, including coaching and mentoring, action learning, tailored development programs, consulting assignments and facilitated workshops.
- We use practical, proven methodologies, drawn from research and best practice rather than quick fixes and fads.

## CHANGE MANAGEMENT SERVICES

The only constant is change, wrote the Greek philosopher Heraclitus in the 6<sup>th</sup> Century BC. Today, the pace and complexity of change means that an organisations' ability to change, quickly and effectively, is critical for survival and success.

Change Management - the people side of change - has now been recognised as a key success factor in successful change and benefit realisation, together with project management.



Numerous empirical studies prove that effective Change Management is correlated with higher success rates and Return on Investment. To read more, visit [www.beinghuman.com.au](http://www.beinghuman.com.au)

**Being Human assists organisations to build change-ability** – the processes and leadership capabilities required to succeed with change. Our focus is to equip your people to become effective change leaders.

**Benefit from our 16 years of experience** as Australia's leading specialist Change Management Training and Consulting firm, spanning hundreds of change initiatives across a wide range of industry sectors:

- IT systems
- Lean, Six Sigma and process improvement methodologies
- Organisational restructures
- Mergers and acquisitions
- Relocations
- Cultural change and renewal
- New product development
- Productivity and efficiency initiatives

**As the Primary Affiliate for Prosci in Australia** we are the experts in delivering Prosci's suite of world-class training programs and applying its leading edge processes and tools to build organisational change capability.



## **CHANGE MANAGEMENT SERVICES**

### **Change Management support and consulting services**

Expert guidance and hands-on support on aspects of Change Management on projects and business-as-usual changes using the Prosci Change Management Process and ADKAR® model.

### **Develop the Change Management capabilities of your people**

*See separate Change Management Training Brochures.*

We provide Prosci's complete suite of practical, tailored programs to build Change Management capabilities:

- Prosci's Change Management Certification Program - for change practitioners. Delivered as an in-house or public program.
- Prosci's Change Management Executive Change Program for Executives and Change Sponsors Delivered as an in-house program.
- Prosci's Change Management Coaching Program - for Managers and Team Leaders. Delivered as an in-house program.
- Prosci's Change Management Orientation Program - for Employees. Delivered as an in-house program.

### **Build your organisation's change capabilities**

Embed consistent, structured Change Management capabilities, systems and processes, using the leading edge Prosci Enterprise Change Management Program and the Change Portfolio Toolkit.

### **Facilitation of meetings and workshops**

Build the commitment to change, ownership and shared accountability required for success with professionally designed and facilitated sessions.

### **Recruitment services**

We recruit for contract and permanent Change Managers.

## **Change Management Toolkits and Books**

We offer the full range of Prosci Change management Toolkits, best practices reports and books at on on-line bookstore. Visit [www.beinghuman.com.au](http://www.beinghuman.com.au)

## **Professional Development and Networking**

Our Change Community provides a range of professional development Webinars, seminars, newsletters and free articles, presentations and resources. Visit [www.beinghuman.com.au](http://www.beinghuman.com.au)

## LEADERSHIP DEVELOPMENT SERVICES

Successful change is a team sport, with no spectators.

Leaders, from the CEO to first line supervisors, need to work together to align goals, remove barriers and communicate consistent messages.

Our change leadership programs are customised to meet your organisation's needs. They are based on proven, practical methodologies, drawn from research and best practice, not quick fixes and fads.

We can integrate programs with your organisation's leadership frameworks and approaches. The assessment tools and instruments we use include: Emotional Intelligence, Life Styles Inventory (LSI), Group Styles Indicator (GSI) Myers Briggs Type Indicator (MBTI) and DISC.



*The "just do it" approach to change does not achieve the buy-in needed for successful change.*

### Executive Coaching

Build the leadership capabilities of managers and specialists, with individual Executive Coaching, delivered by a qualified, experienced Coach.

### Leadership Development Programs

We assist organisations to foster leadership at all levels with results-focussed, targeted programs for new managers through to senior executives:

- New Manager Program
- Experienced Manager Program
- Senior Leadership Program

### Facilitation

Strategic planning and business planning conferences, project kick-offs, reviews and debriefs – any forum where participants need to develop commitment, ownership and take responsibility for action.

### Consulting Projects

Benefit from our specialist expertise and transfer our knowledge and skills to your people as we work as part of your team to develop an integrated, effective leadership program.

## TEAM EFFECTIVENESS SERVICES

What are the ingredients of a high performing team? Reflect on the best team you've been involved with: a family, work the community or sporting team? What made it successful?

High performance teams don't just happen when we put a group of people together. Effective teams work on their teamwork.

Today's organisations, with teams spread across cities and continents, made up of people with diverse backgrounds and values, make team effectiveness even more important.

Since 1993 Being Human has assisted organisations to develop high performance teams, which balance the task and people aspects to deliver results.

Our programs are customised to meet your organisation's needs, and are based on proven, practical methodologies, drawn from research and best practice, not quick fixes and fads.

The assessment tools and instruments we use include: Life Styles Inventory (LSI), Group Styles Indicator (GSI) Myers Briggs Type Indicator (MBTI) and DISC.



### **Executive Coaching**

Build the leadership capabilities of team leaders and managers, with intensive one -to-one coaching.

### **Facilitation**

Of team meetings, planning conferences, project kick-offs, reviews and debriefs – any forum where participants need to develop commitment, ownership and take responsibility for action.

### **Team Development**

Customised Team Effectiveness programs for work teams, project teams and cross-functional teams, with the option of Executive Coaching to transfer the skills learned to the workplace.

### **Consulting Projects**

Benefit from our specialist expertise and transfer our knowledge and skills to your people as we work with you to develop Team Effectiveness.



## INTRODUCING CATHERINE SMITHSON, MANAGING DIRECTOR



Catherine Smithson is a leading facilitator, educator and consultant in change and leadership.

She combines hands-on experience as a senior manager and a consultant with an in-depth understanding of best practices worldwide.

Organisations she has successfully worked with in the private and public sector include: Australian Broadcasting Corporation, Australian Government Solicitor, CA, Cerebos Foods, Commonwealth Bank, Housing Tasmania, NSW Police Force, Macquarie Bank, Parramatta City Council, Qantas, RailCorp and VicRoads.

Catherine has a Master of Business Administration from the Australian Graduate School of Management in the University of NSW in which she was awarded the Institute of Management Consultants' Prize. She also has a Master of Arts, a Bachelor of Arts and a Diploma of Education.

Her career highlights include senior management roles in corporate communications, with 3M Australia and Burson-Marsteller. She has also held senior organisational change roles with Monier Roofing/CSR Limited and ING Australia.

Catherine established Being Human Pty Ltd in 1993 and since then has worked successfully with organisations in a wide range of industry sectors on leadership development and change management programs.

Catherine's style is down-to-earth, engaging and focussed on results. She communicates successfully with people at all levels and functions in the organisation, from senior management to front line staff.

She has presented public leadership programs for executives and managers including the *New Manager* and the *Leading From Within* programs at the AGSM in the University of NSW. She has also lectured in the AGSM's Master of Business Administration Programs and the Graduate Certificate in Change Management and has written curriculum materials for both programs.

Catherine's professional accreditations include: Emotional Competence Inventory, Prosci Change Management Process, DISC, Life Styles Inventory, Group Styles Inventory, Myers Briggs Type Indicator and MBTI Expanded Interpretative Report, Sydney University Professional Development Certificate in Coaching Practice and Certificate IV in Assessment and Workplace Training.

## **INTRODUCING VICKY EMERY, SENIOR CONSULTANT**



Vicky is an experienced practitioner in change management, leadership and organisational development.

In her 20 -year career, she has successfully worked with leading organisations in professional services, banking and finance, telecommunications, pharmaceutical, retail and insurance.

Her expertise includes leadership, change and team development programs, executive coaching, facilitation and consulting.

Vicky has built a reputation as a dynamic and engaging facilitator, working with people at all levels of organisations to improve performance and achieve their goals.

She has a practical, 'real life' approach gained from her hands-on roles as a line manager, change manager and project manager.

For the last 10 years, she has specialised in developing leaders, focusing on their ability to manage change and coach their people for successful and rewarding partnerships.

Her recent assignments include:

- JP Morgan: Change Manager for several projects including: new operations platform, redesign of the operations line of business and implementation of a new client service model;
- NSW Lotteries - building change capability for the leadership team;
- Westpac Banking Corporation - Change Management for a risk and compliance framework project.

Vicky holds qualifications in Education, Somatic Psychotherapy, Adult Education & is currently undertaking further post-graduate studies in Change Management and Coaching.

She is also an experienced accredited practitioner in the following tools:

- Prosci© Change Management Process and Train the Trainer
- Myers Briggs Type Indicator (MBTI);
- Human Synergistic LifeStyles Inventory (LSI) & GroupStyles Inventory (GSI);
- Team Management Systems - Team Management Inventory (TMI), Linking Skills and Types of Work tools.
- (LSI) & GroupStyles Inventory (GSI); Team Management Systems - Team Management Inventory (TMI), Linking Skills and Types of Work tools.



## **CONTACT US**

Catherine Smithson  
Managing Director  
Being Human Pty Ltd  
<http://www.beinghuman.com.au>  
[info@beinghuman.com.au](mailto:info@beinghuman.com.au)

Phone: 61 2 9810 6264 International: 61 2 9810 6264  
Fax: 61 2 9810 6265 International: 61 2 9810 6265  
Mobile: 0417 684 368 International: 61 417 684 368

1<sup>st</sup> floor, 595 Darling Street  
Rozelle NSW 2039 Australia

PO Box 284  
Balmain NSW 2041 Australia