



Australian Consulting Network
Linking people across Australia



Our story, team and impact.

At ACN, we inspire great leadership which can build a resilient culture and high performing teams.



Consulting

What are your initial thoughts when you hear the word consultant?

“They prefer to tell us what to do...”

“They never understand who we are...”

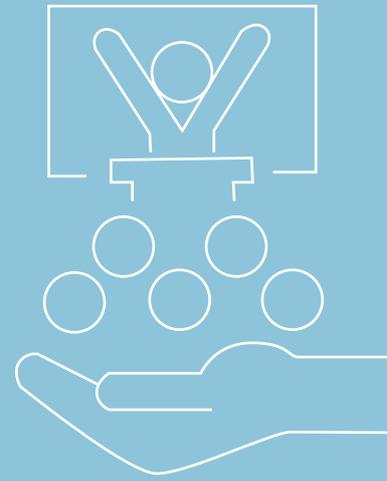
“They never see it through...”

“Arrogant and over paid...”

Most consultancies focus on getting in, creating a report and get you to carry out the recommendations. When it comes to people, culture and change, this approach can often leave behind an unpleasant taste and erode trust.

Are all consultants the same...?





Consulting done differently

Research shows us that **we are designed to resist change**, this is why change is often experienced as painful. Our approach is values and results focused. We find that when we engage people and they feel part of the change programme, they can often get behind it and even become champions.

We trust that leaders honestly know what needs to be worked on, the challenge is not in the strategy rather the implementation. **By involving everybody in the journey**, we believe you find leadership, innovation and talent everywhere you look!

We all have the potential to lead, leadership has little to do with position or role. It's all about attitude, courage and a readiness to step forward. When your team feels trusted and own their part of the programme you will find partners not resistance.

We are also wholly **committed partners with you** on the journey. Expect us to have the conversations, the tough conversations that often get overlooked as we stand with you every step of the way.

We like to take a gentle approach. This is why we say **we are different**, this is who we are.

Stuart and Steve, Directors ACN.



Our clients perspective

When we asked for feedback from managers and supervisors, this is what they told us.

"Everyone likes the ACN programme. That is quite an achievement!"
CEO Logistics company

"If you don't get at least a ROI of 300%, you are not making the most of working with these guys."
Programme Manager, Tier 1 Construction Company



"ACN helped us understand how many assumptions we were making instead of just going and asking people what they thought."
HSE Manager

"We did not have a culture of accountability, that has all changed since working with ACN."
Project Director, Major Capital Construction



"The confidence to have the conversation with my team that I really needed to have."
Project Director, Construction

"The conversations we were avoiding really showed up to all of us. That is when we understood the work started with us."
Site Manager, Food Manufacture

"We didn't realise the standard of our planning meetings could be 90% more effective. We got people more engaged, information sharing was more effective and as a result, people made fewer mistakes."
Senior Supervisor, Construction Project.

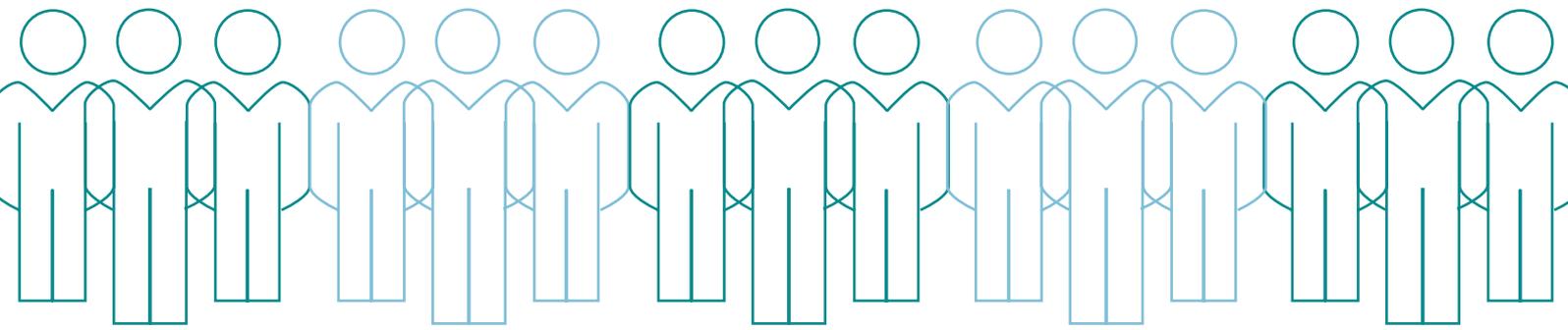
"We always saw Unions as the enemy and when we saw that we had a common shared goal we were able to overcome some deep-seated barriers."
CEO Construction Company



"We had a contractor that was constantly failing. Instead of people complaining we decided to lean in and help and their performance improved allowing us to finish the job on time. This is not how we usually operate."
Manager, Sub Contractor, Construction

"I had a very young team I didn't know how to connect with them.... once we started to have straight conversation my team felt more motivated. They know I have their back."
Country Manager, Supply Chain





Our people

Our network brings together a team of experienced consultants who have worked globally with some of the largest and most complex organisations, operational teams, projects and cultures.

We are specialised in our respective fields with qualifications spanning across health & safety, project management, training, compliance and risk auditing and many more.

Our team are trusted advisors to executives, project teams, managers and supervisors helping to build strategic plans, execute change through training, practical procedures and systems and resolve issues as they arise. We help and guide where necessary, report and monitor to transform organisational cultures and behaviours.

Our consulting team has between them, over 100 years of expertise. This covers many areas, including leadership development and coaching, project improvement and risk management, team performance, productivity, health and well being.



Our approach

Most people in organisations want to do the 'right' thing. It does not always work out that way. Culture is complex and it's so easy to get it 'wrong'. When people are misunderstood, misaligned, and not getting the results they are striving for, life can be tough. We partner with leaders and organisations to help them unleash their people.

Relationship

First we want to learn about your culture, your goals, challenges and how you generate results.



Alignment

We work with you to align on the key challenges to overcome. We will work on the adaptive challenges rather than business as usual.



Capability

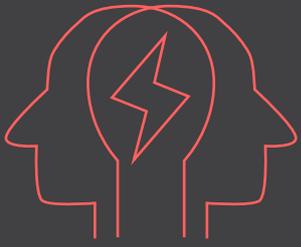
We train managers, Supervisors and team members to work in different ways, deliver on promises and respect each other, especially when times are changing.



Mentor and Coach

We stand shoulder to shoulder with you on the ground. We make the theory practical and focus on the outcomes you want to accomplish.



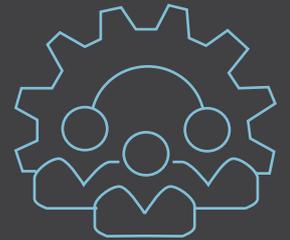
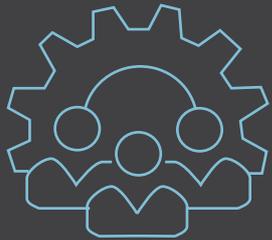


ACN's programme design methodology



Kotter's Change Model

The 8-Step Process for Leading Change was cultivated from over four decades of Dr. Kotter's observations of countless leaders and organisations as they were trying to transform or execute their strategies. He identified and extracted the success factors and combined them into a methodology.



Kegan and Lahey

Kegan and Lahey discovered that behind each of our habits is a strongly held belief that not only keeps us in our groove, but also fights any change that threatens the status quo. This resistance is so strong, so adaptive, and so systemic that Kegan and Lahey liken it to a finely tuned immune system.

Ronald A. Heifetz, and Marty Linsky

Heifetz' work on adaptive leadership has garnered attention in educational fields by promoting a new approach towards leadership education that focuses on teaching leadership in ways that build capacity to address adaptive leadership problems.



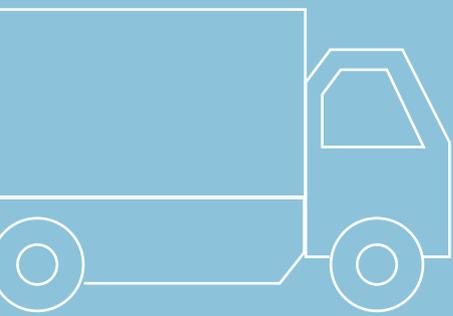
Ken Wilber

All Quadrants All Levels (AQAL), is the basic framework of integral theory. It models human knowledge and experience with a four-quadrant grid, along the axes of "interior-exterior" and "individual-collective".

Claus Otto Scharmer

The principles of Theory U are suggested to help political leaders, civil servants, and managers break through past unproductive patterns of behaviour that prevent them from empathising with their clients' perspectives and often lock them into ineffective patterns of decision making.

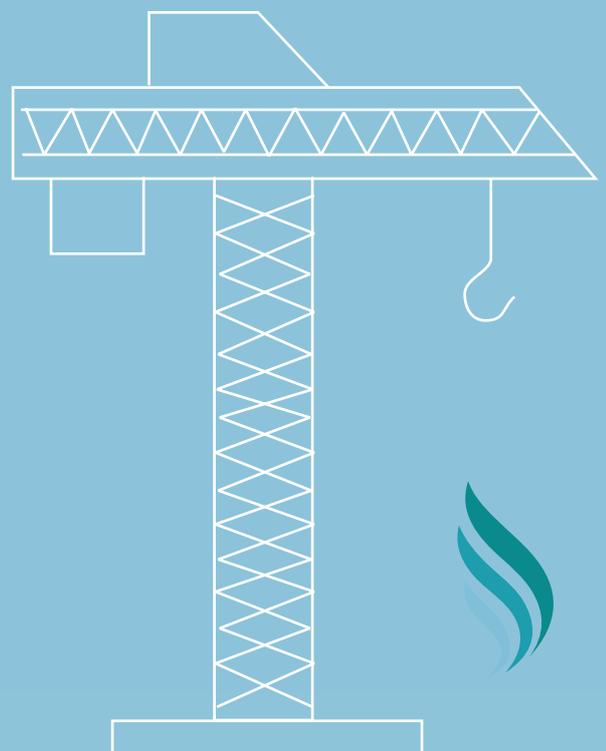




Different industry case studies

Here are some examples of some of the different kinds of industries, challenges and ways of working we have experienced.

Each industry is very different however, people and teams operate in similar ways meaning we can apply our technology to all industries.



A Safety Leadership Programme with a Major Capital Project

Each programme is designed to meet the individual needs of the business ACN works with.



The initial step is to work with the key leaders and establish a shared vision and commitment for safety and well being.

The next process is to facilitate a number of events that **provide a platform for leaders to:**

- Share their vision and inspire others to join them in the journey.
- Allow people to explore their personal vision for a better and safer workplace.
- Identify the key barriers to reaching their goal.

The final process is to **assist the leaders to build** a solid capability in the business that results in:

- People experience being respected and cared for by management.
- A culture where compliance to safe working practices is expected and valued.
- A culture where people are acknowledged for their individual contribution and hence behaviours shift as more people become part of the culture shift.



Project & organisational turnaround of a Global Logistics Business



Our programmes are run with tried and tested change technology at their foundation.

Firstly we conduct a **'Sensing' analysis of the culture and 'current condition'** for how people experience the project/organisation.

This includes leadership, performance, process & system, safety, contractor and other existing partnerships.

The next process is to facilitate a workshop with key leaders designed to help them **create a shared vision** and commitment for the success of the project or organisation.

We then run structured sessions that provide a platform for these leaders to:

- Share their vision and inspire others to join them in the journey.
- Allow people to explore their personal vision for a better and safer workplace.
- Identify the key barriers to reaching their goal.

The final step is to form a Results Focus Leadership Team.

- We coach them to deliver on their promises and ensure the key teams and people are aligned.
- We help them discover what is working and what is missing and this is communicated throughout the teams
- Assist them to create a culture where people are acknowledged for their individual contribution and hence behaviours shift as more people choose to become part of the culture shift.



Organisational reliability of a Tier 1 Construction Business

A construction organisation wants to ensure that all new construction sites start and finish strong. The CEO has a clear vision for how they implement projects including changing the current construction industry culture, transforming contractor relationships, giving workers fair family time through a five day work week and overall greater collaboration from all stake holders.

Our role is to ensure that the new project team are **clear about their intention** and mission to complete the project.

A number of workshop events are conducted and designed to provide a platform for leaders to;

- Share their vision and inspire others to **join them in the journey**.
- Identify the key barriers to reaching their goal.

The next focus is related to the area of supervision and quality of communication and site dialogue. Our work includes;

Coaching the supervision team to install practices that **keep the values and vision alive** and does not just focus on production and financial cost.

- Partner to help build skills in communication, listening and seeking to 'learn' their way through challenges, whilst avoiding blame and victimisation.
- Help them to build a culture where people are acknowledged for their individual contribution and hence behaviours shift as more people choose to become part of this culture shift.



**We see people
grow, managers
thrive and the
whole workforce
flourish.**



Contact us...



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