



# Constructive Engagement

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*Unlocking Human Capacity*



CONSTRUCTIVE  
ENGAGEMENT

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*"Coming together is a beginning. Keeping together is progress. Working together is success." Henry Ford*

## Constructive Engagement – Forging Collaboration Out of Change, Conflict or Diversity

### Are You:

- Contemplating organisational change?
- Involved in a merger of business divisions?
- Concerned over the blending of different business cultures?
- Looking to introduce a new line of business?
- Restructuring part of your operation?

### Do You Experience:

- Team members actively or passively resisting change or impeding progress?
- Colleagues not reaching their potential?
- Employees struggling to work with colleagues?
- Individuals with issues in their personal life impacting work colleagues?

### Do You Need:

- To develop stronger leadership capability?
- Teams who work collaboratively?
- To identify with, develop and encourage high potential talent?
- Help around conflict or significant change?

Dealing with these issues requires skills and experience from a diverse range of disciplines and approaches.

Having such expertise available to help navigate through the maze of workplace demands, human dynamics and 'people' related issues can significantly affect the outcomes of your initiatives.

Our focus is to support you and your team to navigate through these human factors to unlock latent capacity and capability from within.

We can help you turn a troubling situation into an opportunity to sharpen focus and release capability. This can feed new energy into an old problem or transform a workplace altogether.

In a context of turbulent change at both global and local levels, the message is clear. Forming sustainable highly engaged and performing teams is a must for today's business.

Our experience is to engage with your people and introduce greater levels of *Constructive Engagement* to your organisation's endeavours.

*"If we manage conflict constructively, we harness its energy for creativity and development."*

Kenneth Kaye, Winner FFI Award, Author: 'Workplace Wars and How to End Them'

# Our Services

Our mission is to assist organisations build sustainable corporate cultures by forging collaboration out of change, conflict or diversity.

This is achieved by:

- Incorporating skills from the fields of Organisational Psychology, Personnel Coaching, Multi-party Mediation, Strategy Facilitation, Management Consulting and Cultural Anthropology
- Combining these skills with decades of experience from each consultant. Experience based solutions are tailored to your situation and to the individuals involved.

## 1. Effecting Successful Change Processes

- Pre and post merger integration assessment
- Integration support programs
- Integration assessments and interventions

## 2. Facilitating Cross - Boundary Engagements

- Team-team; silo-silo; leader-leader
- Relationships with external parties and stakeholders
- Management partnering for excellence programs

## 3. Leadership skills development

- Helping managers become leaders
- Helping managers prioritise and lead others
- Helping managers bring the best out of people

## 4. Providing Targeted Interventions

- Executive coaching and mentoring
- Ethical leadership in rapid change environments
- Individual and group mediation
- Leadership support and development

## 5. Engaging Dysfunction And Conflict

- Identifying dysfunction with individuals
- Identifying dysfunction within team dynamics
- Team 'encounter' programs
- Mediated dispute resolution
- Facilitated workplace agreements.

# Make A Difference

Call us now to determine how Constructive Engagement can help your team achieve its goals.



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Website: [www.constructiveengagement.com.au](http://www.constructiveengagement.com.au)

*"Devising and maintaining an atmosphere in which others can put a dent in the universe is the leader's creative act."*

Warren Bennis - ranked in top ten thought leaders Business Week 2007

*"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."*

Maya Angelou , Lincoln Medal in 2008, and has received 3 Grammy Awards

To request testimonials or for any queries email [engage@constructiveengagement.com.au](mailto:engage@constructiveengagement.com.au) or call now +61 2 9425672

## OUR TEAM

Our core team is a group of associated professionals (principals) who provide client assurance and relationship management services.

Our expanded team includes a network of specialists engaged to provide specialty services as required.

Each team member brings significant experience around workplace change and management in their fields of expertise.

As a team we pride ourselves in being professional, ethical, perceptive and responsive to the people we support.

All team members carry appropriate insurance and registrations.

## CONTACT DETAILS

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## TEAM PRINCIPALS



**Tom Martin** ThA, LEADR, NMAS\*,  
Cert IV Trainer

Corporate Governance and Cross-cultural Project Experience

- Executive Coach
- Organisational Mediator
- Public Sector (Health, Utilities, Government, NFP)
- Private Sector (ICT, Engineering)

**Clive Rodger** BA, BEc, BTh, ThM,  
MLitt, LEADR NMAS\*

Strategic Development and Resolver of Workplace Dysfunction

- Business and Executive Coach
- Organisational Consultant
- Public Sector (Health, Utilities, Government, NFP)
- Private Sector (Engineering, Retail)



**Christine Martin** BA, TAA

Cross-cultural and Multi-cultural Program Experience

- Adult Educator and AMEP Researcher
- Cross-cultural Communicator
- Public Sector (Education, NFP)
- Private Sector (Retail)



**Ranford Elsey** RFD, MA, BA, TC,  
DipTeach

Program Management and Business Transformation

- Motivational Speaker
- Educator and Trainer
- Public Sector (Defence, Education)
- Private Sector (Maritime, ICT, Legal, Education)



\* NMAS: - Accredited through the National Mediator Accreditation Service