

DAVID ROMANO

“.....the vast majority of mankind do not choose their own way but convention and consequently develop not themselves but a collective mode of life at the expense of their wholeness ...” **Carl Jung**

In building customised facilitation and coaching processes I assist teams and leaders find their own sustainable solutions to the things that matter most to them. There is no such thing as vanilla solutions because every situation, culture and individual is different. My role is to work with and challenge leaders thinking processes and behaviours to achieve optimal personal and/or organisational performance.



Experience

David's 16 years business experience commenced in professional training and development in the finance sector. Here he focused on implementing Quality Management disciplines and developing high performance Team Leaders.

From 1993- 2001 he worked within some of Australia's largest Insurance Companies in senior business development, state management and project management roles.

He oversaw a portfolio of \$35M, achieving nation wide benchmarked profit returns while supervising a large team of staff.

His project management skills centred on the redesign of strategic business processes incorporating IT and knowledge intensive solutions. David has successfully led a number of multi million dollar projects.

From 2001, David has worked with an extensive array of senior executives, aiding and coaching leaders and their teams to develop their organisation's strategic direction and resource capability. He has provided a broad range of customised workshops, tools and processes as well as learning forums for senior and middle management.

David's passion is development of leaders to effect cultural, strategic and personal change to thrive in the challenges of the future. To this end David works best in team workshops such as – “Strategic People Development”, “Coaching for Leaders”, “Cultural Transformation”, “Change Management” and “Building High Performing Teams”.

Professional Expertise

- Cultural Development and Change
- Development of Team and Individual Performance
- Leadership Transformation
- Communication Styles and Effectiveness
- Project Management
- Strategy and Planning for Boards and Executive
- One on one Coaching for Leaders
- Speaking assignments at conferences

Selected Client Companies

Since 2001, David has worked with a number of significant diverse organisations ranging from private sector companies including Elders (all divisions), Savings & Loans Credit Union, Hanson Construction, RAA, ANZ Pacific through to government CSIRO, HomeStart, SA Water, Primary Industry and Resources of South Australia. David has accumulated business experience throughout Australia and in recent times Asia Pacific.

Education, Qualifications, Professional Positions

David has a degree in economics from the University of Adelaide (1991) Graduate Certificate of Management, Southern Cross (2005), specialising in Human and Knowledge Resource Management.

He is also an accreditation in the following tools: Adult training (CertIV Workplace Training), MBTI (Myers Briggs), Management Team Role Indicators (MRTI), Quantum Climate Surveys

David is a member of the Australian Human Resource Institute

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