

Consultant Biography

Rachael Robertson, Principal

MBA (Melbourne), B.A. (Deakin)



Rachael is a globally recognised expert in leadership and teamwork. She has worked around the world with over 600 organisations and brings over 20 years practical leadership experience and 5 years consulting experience.

Rachael specialises in challenges of leadership and teamwork, leading change and gender diversity. She understands the unique challenges of leadership and is a global expert on the role of the leaders who must live and work with their teams.

Rachael is the author of the best selling book “Leading on the Edge”.

Relevant Experience

Rachael has delivered major reviews and redesigns of structure, processes and culture producing excellent results, including:

- Develop a **collaboration and innovation framework** for the senior operational team of a large retailer. In this project Rachael demonstrated the gap between their intent and performance and provided a practical suite of recommendations to achieve greater collaboration and innovation performance with little to no time impact on these busy executives.
- **Post-acquisition change management.** Rachael worked with a global IT service provider following the acquisition of a complementary business. Her role was to understand the interests of each party and map a personal change program to reduce unwanted staff loss and streamline the cultural integration.
- **Restructure of the West Coast District of Parks Victoria** for better governance, clear accountabilities and significant structural reform.
- A **communication audit** and recommendations to improve teamwork for one of Australia’ largest retailers with teams based throughout Australia.
- **Operational review** of the delivery of Australia’s scientific research program in Antarctica with several of her recommendations now implemented, including the re-focussing of leadership teams at each station and the engagement of specialist flight operations staff.

Recent Roles

Rachael Robertson Pty Ltd

Principal

Rachael's business started in 2006 in response to a growing demand for insights and tools that build leadership in a practical and sustainable way. Her workshops, video program, book and keynote presentations are real, relevant and have been road tested through 20 years experience in remote areas.

She provides unique tools to build a culture of success and respect. Her consulting advice is honest and actionable. She is particularly experienced in the inter-personal pressure placed on members of these teams and has methods to handle the unrelenting scrutiny on leaders.

Australian Antarctic Division - 2005

Station Leader – Davis

As leader Rachael ensured the safety and welfare of station personnel through the Antarctic winter and represented Australia in Antarctica, managing international relations with Chinese, Russian and Indian expeditions.

She implemented a Flight Operations Strategy to manage air operations for the transport of personnel and cargo within a 2,000km radius of the station using two fixed wing aircraft and three helicopters.

Rachael designed and implemented a process to improve the facility, plant and equipment maintenance program including power generation and water supply, involving a team of 30 specialists from a range of trades.

She also created an Expeditioner Handbook which outlined the summer research program involving 22 science projects and 33 scientists from 5 countries. The handbook fostered a culture of appreciation and respect by providing information on the exact tasks to be performed by each person on station.

Parks Victoria – 1991 - 2006

Various senior roles– including 9 years as Chief Ranger

Parks Victoria is responsible for the management of Victoria's national and state parks, marine protected areas and major rivers and waterways.

Rachael worked with Parks Victoria in a variety of roles and was involved in the design and delivery of several strategic projects. She was also a professional fire-fighter and attended dozens of local and campaign fires.

Rates

Rachael travels ex Melbourne. Her daily consulting rate is \$6,000 plus GST.