



EquiDOX

## **Phillip Bartlett, Director**

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Phillip has over 20 years of Organizational Consulting in Australia and Internationally. He is Principal of Response Consulting Australia (RCA), a Brisbane based business advisory firm which he has managed since establishing it some 14 years ago.

Following on from early industrial exposure in the Coal Industry in Australia, Phillip has managed and participated in consulting projects on all aspects of Organizational Improvement although he is more often asked to assist in areas such as:

- organizational and cultural review
- strategic and change planning
- organizational restructuring and modeling
- leadership & leadership capability development
- culture and change management processes
- systems review and redesign
- team development
- workforce engagement including the development of effective direct relationships.

He prefers to work with clients in a planned manner across time and is proud of the long-term relationships he has with many clients.

Phillip's operating philosophy is that as organizations are complex and dynamic by nature there is not 'one best way' of managing. Part of the work of managing is making decisions about how to manage the uniqueness of this organization, including what needs to be different. From this, the consultant's work is primarily 'support' in nature – i.e. about analysis and provision of advice focused on the improvement of the organizations performance as a social entity.

He has worked in partnership with organisations across a range of industries in Australia, New Zealand and the United States (since 1999) on projects primarily aimed at organisational development. These include:

- Finance and Banking,
- Transport & Logistics,
- Oil and Gas production and refining
- Resources (Mining, Processing, Refining),
- Local Government (Councils and Peak Bodies),
- State Government (Delivery and Development agencies),
- Education (Secondary & University),
- Health (Public and Private) and
- Electricity Distribution.

In many cases these pieces of work have occurred across periods of three to four years and involved a range of activities tailored into a plan seeking to address the major organizational needs as identified with the senior leadership.

In addition to general organisational consulting, RCA also operates a Registered Training Organisation (RTO) which provides tailored, accredited leadership and other development training to industry based on the competency standards in the Australian Qualifications Framework.

As well the RTO works with people who are long-term unemployed, through a Federal Government Program to help them transition back to work and connect them with organizations. RCA is also a partner in a Joint Venture which provides workplace level training in Rail and Transport Infrastructure.

Professionally, Phillip has been an Associate of Macdonald Associates, a UK-based, international network specializing in Organisational Development through the use of Systems Leadership Theory, since 1994 and a Principal since 2003. He holds a Bachelor of Arts Degree in Psychology, is a Chartered Management Consultant (CIMCA) and a Member of the Australian Institute of Company Directors (MAICD).