

Amy Arbery

ELM COMMUNICATIONS



Work Experience

BEHAVIOUR CHANGE CONSULTANT

Elm Communications

I lead the facilitation, leadership and organisational cultural change work for Elm Communications. It allows me to work with government to improve and transform their ways of working to create better outcomes for all Australians.

EXECUTIVE DIRECTOR

Synergy Group

Department of Defence - DPG

Led an integrated team to develop a strong evidence base for the design of a new 10-year culture strategy for the Defence enterprise. I designed and delivered a consultation strategy and integrated research approach that allowed us to be agile whilst building and sharing our understanding of best practice in culture change with key partners, using the final output to influence and build credibility for the program.

Notably, I also worked with stakeholders from across and external to Defence to design a practical evaluation strategy to ensure that Defence can understand the impact of the program and make informed decisions about future effort and investment to further improve their ability to navigate significant strategic challenges.

Department of Defence - CIOG

Conducted research and analysis to develop a tailored and targeted culture and behaviour change program to support a significant transformation agenda across a complex workforce. In addition, I developed an innovative leadership uplift program designed to use active learning, strengths assessments and peer to peer coaching to enable a stronger collective leadership mindset and build internal capability for long term change and impact.


About


I've worked in and with Government for 20+ years across a wide range of policy areas including climate, environment, energy, water agriculture, biosecurity, defence, social welfare and child support. My focus on understanding the people at the centre of what we are trying to do means that we can reduce project risk, build long term fruitful relationships and ultimately achieve our outcomes.

I enjoy working with groups to help them understand their individual and collective strengths, identify outcomes and plan practical actions to enable high performance cultures and improved leadership capabilities


My curiosity and empathy drives my approach to working with clients, stakeholders and the community.

CONTACT

 0417 827 169

 Amy@elmcommunications.com.au

SOCIAL

 amy-arbery

 @ElmComms

Department of Health and Aged Care

To deliver significant reforms to the Aged Care system, in response to the Royal Commission into Aged Care Quality and Safety, the ICT Strategy and Business Assurance Branch needed to evolve their operating model.

I worked closely with their senior leadership team to understand their current risks and opportunities, incorporating our own expertise in workforce design, culture change and the realities of the ICT resource markets to design a new model and transition plan that would better support the Government's ambitious aged care agenda whilst upholding integrity and business continuity.

DEPARTMENT OF AGRICULTURE, WATER AND THE ENVIRONMENT

Director, Behavioural Insights

Built and led the highly regarded Behavioural Design capability to enable improved policy, program, regulatory and organisational outcomes. I developed the Departmental Innovation Strategy and worked with senior leaders and staff to implement activities, achieving an increase in the Department's APS Census 'Innovation Metric' score.

I also led the design and delivery of the Department's 'Policy Masterclass' capability, in partnership with Prime Minister & Cabinet. I facilitated the training, working closely with senior leaders from across the APS to incorporate a wide range of experiences in the innovative package.

CLEAN ENERGY REGULATOR

Stakeholder Engagement Lead

Designed and delivered an agency-wide strategic engagement strategy and establishment of the strategic engagement function to support a more joined-up approach to working with clients and stakeholders.

PREVIOUS ROLES

- Stakeholder Engagement - Department of Human Services
- Stakeholder Engagement - Child Support Agency
- Media Advisor - Independent Senator Meg Lees

Education

- Bachelor of Social Science (Psychology)(Honors) University of the Sunshine Coast
- Graduate Diploma in Psychological Studies, Australian National University
- Bachelor of Communications (Media Production) University of Canberra
- Behavioural Economics, Australian National University
- Strength Deployment Inventory (SDI) Certified Assessor.

Personal Skills

Behavioural research & design
Organisational culture change
Strategic stakeholder engagement
Communication & relationship building
Facilitation
Leadership capability uplift
Strategy design & implementation
Evaluation

A little about me

I balance my work with spending time with my two girls, my partner and two very noisy mini dachshunds.

When I get a moment, I love to take myself off to the movies or go for a swim. I also enjoy a weekly dose of improvisation classes as a great way to stay brain-fit, laugh lots and keep flexible!

I'm currently working through my bucket list (swimming with whale sharks being the most recent addition) so stay tuned for the next adventure!

