

Larri Wallbridge

Wellbeing Leadership | Workplace Enhancement | People Strategist

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My value-add is energising positive, growth-driven transformation at work through people strategies across business & sport. Using human centric interventions, my impact is to elevate workplace experiences and outcomes aligned to the organisation's objectives.

Leveraging off my post-grad Organisational Psychology & Business degrees, my influence has been broad and strategic. Proven impact demonstrated across organisational & leadership development, training, diversity and inclusion, wellbeing, talent acquisition & management, cultural enhancement.

As a PCC (Professional Certified Coach - International Coaching Federation) I come with an ability to create transformation at a deep and sustainable level. Additional accreditations in wellbeing (linked to Melbourne University) and emotional intelligence all contribute to reliably delivering the required outcomes.

One of my greatest career fulfillments came from supporting black empowerment through cultural transformation in South Africa after Nelson Mandela came into power. Personally, this eight-year period provided me a profoundly meaningful experience; an impact I remain immensely proud of.

What gives me joy?

- Transforming people and business cultures so that workplaces become places to thrive, not survive.
- Uncovering the (latent) superpowers in people to ultimately fuel enablement & (inner) empowerment.
- Raising self-leadership in everyone. Bringing out the hero, and limiting the victim, energies.

Career Summary

New Zealand

2020 - date	Fit for Business Ltd	Transformational Coach & Consultant
2019-2020	Sport New Zealand	Strategic Human Resources
2017-2019	Ichor / Sheffield	Leadership & Org Development

Australia

2009-2017	Remington Talent	Founder – Leadership Coaching
2006-2009	PDI (Global)	Account Exec - Org & Leader Devt

Africa

1995-2004	Remington	Founder/Director - Executive & Cultural Diversity Consultancy
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Key competencies

- Coach and Consultant – elevating “healthier” leaders and cultures
- People-centric – people programs aligned with business strategy
- Leadership Development – for deeper sustainable change
- Organisational Development – improving cultures, systems, structures
- Strategic & innovative - grasping key drivers for long term vision
- Approach – Professional, Values driven, Positive, Solution-orientated
- A Can-Do attitude with reliability & enthusiastic energy!

Qualifications

MBA (Master of Business Administration)
BA(Hons). Industrial Psychology)
BSc. Psych. Genetics

Accreditations:- GLWS Wellbeing;
Deeper Signals Assessments;
Emotional Culture Deck; Positive
Intelligence PG

Coaching –
PCC - Advanced Professional coach.
ICF accredited (International
Coaching Federation)

Sporting –
Previously an elite athlete
representing country and state
across a number of sports.

A competitive Masters athlete.
Professional sports coach
accreditation. (NZ & Aus)

Detailed Work Experience

06/20 – now

FIT FOR BUSINESS LTD, Wellington, New Zealand

(Own NZBN; www.fitforbusiness.biz)

Director and Founder

Transformational Coach & Consultant – people Strategist – Change Agent

Optimising People and Workplaces

Wellbeing initiatives, Organisational, Cultural & Leadership Development

Working with New Zealand organisations, my interventions look to enhance workplaces (and optimise people) through human centric strategies; improving the attainment of outcomes to benefit all.

Ultimately “Healthy – Optimised – Well – Thriving” people and places!

Wellbeing is more than reacting to, and fixing, symptoms. That’s like a sticky plaster approach - providing immediate relief but simply masking the underlying roots. Hence the issues repeat. We understand wellbeing is complex, multi-faceted and inter-related (across body – mind – soul). Our approach is to look deeper; uncover the contributing factors, comprehensively, at an organisational, team and individual level. And thereafter provide practical and strategic solutions.

Our clientele is across both sport and business in New Zealand and Australia. We work with organisations, teams and individuals combining multiple approaches to achieve the desired change and impact, including: -

- Coaching – to enable deeper understandings for sustainable change & transformation;
- Consulting – applying a more strategic lens with a systems approach to allow organisations to support the most optimal behaviours, cultures, and leadership styles;
- Program co-design – bringing together leading-edge experts; knowledge and workshops to further facilitate the transformation required.

2019 – 2020

SPORT NEW ZEALAND, Wellington, New Zealand

(Crown agency. Refer <https://sportnz.org.nz/>)

Human Resource Consultant (short term contracts)

Reporting into Group HR Manager (SNZ and HPSNZ)

Responsible for various strategic human resource projects, directly supporting group human resource leader. Assignments covered critical matters in progressing the organisation through its redesign and change, including:-

- Talent management including leadership selection and succession; coaching around role enhancement and career transitions;
- Capability assessments and learning and development (L&D) needs assessment;
- Systems & Processes – upgrading across the people driven activities for better outcomes & greater efficiency and effectiveness;
- Strategic workforce planning including succession planning
- Organisational restructure - advising immediate changes as the 2020 lockdown took place;
- Diversity & Inclusion – creating a strategic framework for Board review;
- Coaching & mentoring - Supporting employees in their professional aspirations & transitions.

2017 – 2019

ORGANISATIONAL & LEADERSHIP DEVELOPMENT– New Zealand

2017 – 2018 **ICHOR Leadership Search**, Wellington, New Zealand

(Wellington-based executive search firm. Refer www.ichor.co.nz)

Senior Principal – Corporate sector

Responsible for developing the firm’s corporate sector, as their existing clientele were just public service & governmental. An unsustainable strategy without an Auckland presence.

2018 – 2019 **SHEFFIELD**, Wellington, New Zealand

(human resource consultancy - leadership & organisational development. Web- www.sheffield.co.nz)

Senior Consultant (commenced on short-term contract – extended)

2009 – 2017	<p>REMINGTON TALENT Leadership and Coaching), <i>Sydney Australia</i> (own ABN Company) Director and Advisor – Leadership and Career Coaching & Talent Management Flexibility required whilst undergoing a challenging life stage with a suicidal family member Activities varied across various industry sectors including executive search, coaching for leadership & career development, strategic people development for small private firms.</p> <p>Contracted to Touchstone Consulting - Director-Sydney and Leader Diversity Champion (Executive search and selection; refer web www.touchstoneexecsearch.com)</p>
2006 – 2009	<p>PDI (PERSONNEL DECISIONS INTERNATIONAL), <i>Sydney, Australia</i> (An international professional psychology firm; HQ in USA with 27 global offices. Sold to Korn Ferry International group.) Account Executive (Leadership and Organisational Development) Reporting into Regional Director in Hong Kong; managing two direct reports. Responsible for client management and acquisition; aimed at top ASX-listed and large organisations (private; public and government) Programs and Services entailed high-calibre, psychologically and scientifically proven leadership development interventions including workshops; team building; personal development and coaching; psychometric testing, etc Larri - Top Performer Award across the globally</p>
1995 to 2004	<p>REMINGTON, <i>Johannesburg, South Africa</i> (A privately-owned Leadership & Cultural Diversity Consultancy) Founder; Managing Director & Sole Owner Responsible for founding, developing and managing the firm from conception.</p> <p>Diversity, Leadership and Cultural Change: - The focus of the firm was black empowerment (given Nelson Mandela was now leading South Africa). The business enabled change management with a significant cultural transformation program, involving the identification and transitioning of culturally-diverse talent into leadership positions within various business organisations (public, private, listed).</p> <p>The company grew to a very reputable multimillion turnover firm with 15 staff members within a three-year period. Sold nine years later, prior to emigrating to Australia.</p> <p>Significant clientele attained (and retained) over the life span of the business; consisting of government; private and public plus noteworthy listed entities</p>
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Community	<p>ICF Volunteer Leader (Event Management) (International Coach Federation) Bicycles and Cycling Advocacy (New Zealand Transport Authority (Waka Kotahi) and Cycling Action Network) Wildlife and Animal Welfare: - WIRES – Wildlife Rescue Organisation – qualified Rescuer and Carer; Save The Rhino (active member and donor) Nature and Sustainable Environment: - Regular Donor to Conservation and Wildlife</p>
Fund Raiser	<p>Veterinary Foundation at University of Sydney (from 2005)</p>
Previous Sport Interests	<p>Flying- Private Pilot License; Endurance running; triathlons; Equestrian (representing Country); Hockey and Cycling – represented both State and Country; Head of Sports (University Student Rep. Council); Captain (Hockey – State; Woman’s U21; University)</p>