

PROFESSIONAL PROFILE

Dynamic, innovative and high-performing leader known for a combination of strategic and operational leadership capabilities, entrepreneurial and resourceful approach, digital competence and interpersonal strengths. Offering over 20 years of extensive experience in providing mission-based leadership and governance across healthcare, automotive, media, road transport and community organisations. Collaborative and confident leader equipped with strong communication, interpersonal, problem solving, critical thinking, and decision-making skills to influence change, drive continuous improvement and policy development.

PROFESSIONAL STRENGTHS

Strategic Planning & Execution

Leadership, Governance & Management

Financial Management

Business Development & New Revenue Generation

Continuous Improvement & Innovation

Performance & Culture Development

Risk Assessment & Management

Change Management

CORE COMPETENCIES

- Skilled and experienced at executive management and governance, with the ability to comprehend complex matters and set a clear path forward, taking into account changes into industry standards and regulatory requirements.
- Proven ability to engage and lead teams to success; capable of providing clear direction for multi-disciplinary teams and motivated to constantly drive continuous improvement and innovation.
- Possess a strong knowledge base of innovation, technology, consumer insights, business/brand strategy and P&L management.
- Demonstrated experience in the practical integration of the principles of Te Tiriti o Waitangi at a governance level.
- A fearless relationship builder and collaborator who relates and engages well with others with the ability to gain trust and confidence at all levels of the business.
- Outstanding verbal and written communication, interpersonal, influencing, negotiation and persuasion skills, utilising appropriate styles and methods to maximise impact and understanding.
- Confident in own judgement and show analytical thinking and decision making skills while actively leading continuous quality improvements and adapting readily to change.
- Ability to understand and interpret data and research the issues to support long term policy development and problem solving.
- Values collaboration, respect, sustainability, innovation, integrity and diversity and brings these core values to bear in identifying and capitalising on strengths in the organisation.
- Disciplined and structured attitude to effectively balance conflicting priorities to deliver to tight timeframes; demonstrates composure under pressure.
- Stay abreast on current commercial, government and international laws, regulations and practices affecting operations and projects/programs to provide quality control, guidance and process improvement leadership.

PERSONAL ATTRIBUTES

- Authentic leadership style based upon collaboration, consultation and facilitation.
- Excellent networker and facilitator, with high level engagement, influencing, diplomatic, persuasive skills and political acumen.
- Strong entrepreneurial mindset and customer service focused.
- Solid organisational, planning and time management skills with the ability to keep within timescales and budgets.
- Tenacious; results and solutions focused with analytical mindset, reliable judgment and keen attention to detail.
- Agile, resilient, flexible and able to handle multiple and/or changing priorities and deadlines.
- High degree of professionalism, ethics, accountability and personal integrity.
- Highly proactive and champions the need for innovation and improvements.
- Impartial and objective; committed to delivering results in a dynamic environment.

GOVERNANCE EXPERIENCE

DIRECTOR – *Halls Group* | 2022 – Current

- Leverage industry knowledge, expertise, and networks to provide critical oversight and support to executive team as part of turnaround of large (250+ trucks, 650 FTE, 16 sites) nationwide chilled & frozen transport & storage organisation.
- Work with fellow Director/Chair to identify opportunities across all facets of organisation.
- Complete thorough ongoing compliance/health & safety-focused due diligence across all areas/sites of organisation via hands-on evaluation.
- Contribute to establishment of long-term strategic vision for organisation.
- Active input and evaluation of all major CAPEX and acquisition activity (plant & property).

BOARD MEMBER – Manufacturing, Engineering & Logistics Workforce Development Council Establishment Board

Tertiary Education Commission/Reform of Vocational Education | 2020 – 2021

- Act as an ambassador for the organisation and sector representation for establishment of new vocational training framework.
- Facilitate and drive industry and community engagement via both digital and physical platforms across the country to gain community input and influence key policy decision through data-driven approaches.
- Provide governance, leadership and support to the rest of the board, holding fellow board members accountable to underlying directives, while upholding a focus on the application of the principles of Te Tiriti o Waitangi.

Key Achievements:

- Demonstrated success in transitioning establishment concept to point of organisation, being able to be 'stood up' inside 12-months.

DEPUTY CHAIR - National Road Carriers Inc | 2018 – 2021

- Serve as a member-elected industry representative responsible for driving the advocacy and representation of the road transport industry in relation to local and central government issues, port and infrastructure/roading challenges.
- Stay informed about other industry happenings and board and committee matters to inform decision making.
- Chair the National Road Carriers Port Committee, a 9-member industry delegation tasked with liaison and negotiation with key shipping ports across the country.
- Provide leadership and strategic direction in policy development and implementation, program planning and development, department administration and staff engagement.

FOUNDER/CHAIRPERSON – NeXt North Harbour Club Charitable Trust | 2018 – 2020

- Initiated and launched a network for innovative, community and business-oriented 25-40yo's to develop a relevant community network to build and contribute a greater understanding to philanthropic activity and community contribution in the North Harbour region.
- Established strategic business plans and governance frameworks ensuring the diligent management of risks and service delivery.

Key Achievements:

- Conceptualised and drove the successful launch of the network, gaining membership of 30 individuals in first 12-months, and the beginning of a new generation of contributors to community involvement within the region.

SCHOOL BOARD TRUSTEE Wilson School Trust Board, Takapuna | 2013 – 2016

- Performed an important role as the sole non-parent member in providing a level of independence in thinking/approach to all board matters.
- Administered both the month-to-month oversight of the Principal and Leadership team and the long-term strategic/charter planning.

ADVISORY BOARD MEMBER Carabiner Youth Mentoring | 2012 – 2013

- Provide considered advice and support related to its establishment and setting the structure by which the board will assist Carabiner Youth Mentoring's founder to achieve the objectives of the organisation.
- Guide and mediate Board's actions with respect to organisational priorities and governance concerns.
- Maintain a working knowledge of significant developments and trends in the field whilst ensuring compliance with state and local regulations.
- Establish sound working relationships and cooperative arrangements with community groups and organisations.

EMPLOYMENT HISTORY

MANAGING DIRECTOR *Transcon Warkworth 2015 Ltd* | 2015 – Present

- Develop, coordinate and oversee effective implementation and operation of business strategies to achieve strategic and financial objectives.
- Plan and direct the overall management of the organisation, including HR, sales, planning, and general management tasks.
- Drive revenue by providing a differentiated client experience through exemplary customer services and support that reflect integrity, collaboration and timely follow-through.
- Recruit, manage, train, mentor and coordinate the team, leveraging motivational and coaching skills to drive performance through the team and ensure that talent is recognised and developed to drive growth, engagement and performance.
- Build and maintain key relationships internally and externally to facilitate communication and to explore new revenue generating opportunities.
- Develop and implement standards, governance framework and compliance initiatives, ensuring governance solutions promote better decision-making, operational efficiencies and data quality.
- Establish an environment of continuous improvement that inspires growth and accountability across the function, driving a learning culture at all levels.
- Develop, maintain and monitor the implementation of health and safety policies and procedures, formulating and implementing strategies to minimise or eliminate risks.

Key Achievements:

- Pursued long-held desire to enter the road transport industry by purchasing Transcon Warkworth Ltd, a 45-year-old transport operation based north of Auckland and operating 16 trucks.
- Leveraged competence in digital technologies to transform the company to paperless operation via use of a suite of web-based tools, coordinated its development and successful implementation.
- Significant customer acquisition, revenue growth, and fleet utilisation to double revenue via fleet of same size as that originally acquired

DIRECTOR/DELIVERY GUY *Delivery* | 2022 – Present

- Created and launched a road transport-focused board and business advisory offering to delivery insight, evaluation and execution.
- Successfully on-boarded 4 ongoing clients in first 12-months of operation.
- Developed 'fundamentals of growth' structure overlay to leverage with each key engagement.
- Leveraging own experience of entering and thriving in new industry, combined with prior commercial and advisory experience.
- Monthly editorial contribution to *New Zealand Trucking magazine*.

BUSINESS STRATEGIST *Advisory Works (Formerly The Results Group)* | 2014 – 2015

- Built and maintained productive relationships with directors and employees of four privately-held businesses across an array of sectors to evaluate and formulate strategies considering customers, suppliers and other participants in the value chain.
- Provided hands-on oversight, facilitation and leadership of strategic planning through to targeted execution.
- Facilitated stakeholder engagement on all project and operational issues and provided expert advice that was fit for purpose to inform their strategic choices and improve their competitiveness.
- Researched and acquired new technology and equipment to upgrade existing systems, enhancing practice, service delivery, innovation, capacity and client relationship management.
- Integrated and streamlined service offerings to enhance customer experience, expand service offering and generate new business.

DIRECTOR *Allied Medical Ltd* | 2007 – 2015

- Shaped, managed and drove strategy and execution of new business development and business improvement initiatives across the organisation.
- Led and facilitated active engagement with customer base composed of individuals of varying diagnosis and disability, through to major governmental and private entity customers.
- Operated as a key member of five-strong management team, actively contributing in all budgeting, structural, operational planning and forecasting activity.
- Leveraged governance and negotiation skills to achieve outstanding outcomes for organisation whilst establishing and sustaining a culture of innovation and collaboration.
- Advised and influenced senior leaders on evolving risks, issues and concerns and led the implementation of innovative practices that contributed to clinical governance, health and safety management and quality improvement initiatives.

CONTRIBUTOR – G-Force Magazine *Machine Media* | 2011 – 2013

- Researched, wrote and edited multiple feature articles for an independent quarterly automotive publication, based on the testing/review of both new and older high-performance vehicles.
- Ensured that all content met company standards for journalistic integrity and production quality whilst managing critical deadlines and short turnarounds.

AUTO SALON EVENT (HEAD) JUDGE *Auto Salon Pty Ltd* | 2004 – 2006

- Maintained professional and fair standards in the judging of a series of major modified car shows across Australia, New Zealand and Indonesia.
- Leveraged extensive technical knowledge and experience as car magazine assistant editor and contributor with Parkside Publishing to fairly and reasonably assess the participant's efforts in the various components of the competition.

Prior employment history available upon request

EDUCATION & QUALIFICATIONS

Executive Programme *University of Michigan, USA*

The Future Leaders Programme *New Zealand Leadership Institute, University of Auckland Business School* | 2008 - 2009

University Entrance | Sixth Form Certificate | School Certificate *Takapuna Grammar School* | 1998

PROFESSIONAL MEMBERSHIPS

Member *Institute of Directors*

HOBBIES & INTERESTS

- Vintage Volkswagen and truck enthusiast and a current holder of multiple license classes.
- Deeply passionate about all things transport and technology.
- An enthusiastic learner dedicated to fostering that interest with future generations.