

## **Organisation/Cultural Change**

### **Norfolk Island**

In June 2016 Peter was appointed as Executive Director, Norfolk Island as part of the Australian Government Reform Program. The role was:

- as delegate of the Australian Minister for Territories to action the operational decisions of the former Norfolk Island Government. This included three levels of government services for the local community including health, customs, quarantine, court administration, licensing for driving, gun ownership, births, deaths and marriages, land transfers etc. It also included a range of business activities including a workers compensation scheme, a gaming authority, liquor bond, telecommunications, electricity, energy, airport and sewer. Local services of statutory and strategic planning, environment, public health, roads, drainage were included. The functions of strategic direction, social services and education were delegated to the Norfolk Island Territory Administrator;
- was a member of the Governance Steering Committee for Norfolk Island with the Executive Director Territories and the Norfolk Island Administrator;
- acted to oversee the day to day activities of the Norfolk Island Public Service including the Administration of Norfolk Island (ANI), Norfolk Island Tourism Bureau (NITB), Norfolk Island Hospital Enterprise (NIHE) and the Norfolk Island Gaming Authority (NIGA);
- developed and established the Norfolk Island Regional Council (NIRC) to replace the ANI and NITB;
- organised the successful completion of Local Government Elections to determine the elected body of Councillors for the NIRC; and
- completed an audit of both the health and education facilities on Norfolk Island and managed the first phase of upgrade works on both sites.

*Reference:* [www.norfolkislandreform/executivedirector](http://www.norfolkislandreform/executivedirector)

### **Port Stephens Council, NSW**

Employed for 4.5 years as the Manager, Engineering Services and for 16.5 years as the General Manager. Port Stephens Council (PSC) is a general purpose Local Government authority that transitioned to a sustainable organisation. This was achieved by transforming its people and processes to maintain and improve service delivery in partnership with its community through continuous improvement. The Council was widely recognised for its efficiency and effectiveness in many areas of operations. Today the Council maintains this focus.

*Reference:* [www.portstephenscouncil.nsw.gov.au](http://www.portstephenscouncil.nsw.gov.au)

### **Hunter Councils**

A regional organisation of councils based in the Hunter Valley of NSW. As the General Manager of Port Stephens Council I represented that council on a broad range of activities undertaken in support of its members and the wider local government sector. As part of the General Managers Advisory Committee (GMAC) I was a member of the Leadership Team that developed the organisation to be self sustaining by operating a range of businesses for the local government sector and regional community. Now rebadged

as Strategic Alliance Australia (SAA) their service offering was important in the successful outcomes achieved in the Norfolk Island Reform Program (see above).

Reference: [www.strategicservicesaustralia.com.au](http://www.strategicservicesaustralia.com.au)

### **Enterprise Excellence Australia (EEA)**

Enterprise Excellence Australia is a consultancy that is committed to assist leaders and organisations to deliver Higher Quality at the same time Reducing Costs. EEA is based on changing conversations underpinned by Dr Denning's *Four Areas of Profound Knowledge*.

I am an endorsed Associate following work with the Principals of the Company in developing the intellectual property (IP) to assist organisations achieve Business Excellence. With Rob Palmer as my mentor this IP was refined through its use by a number of councils including Port Stephens Council. I am currently working to be accredited by EEA to use this system.

Reference: [www.enterpriseexcellence.com.au](http://www.enterpriseexcellence.com.au)

### **Cultural Health Check**

I am an accredited delivery partner to use the Minessence Values Index and the Cultural Health Check tools to assist organisations identify their corporate values and agreed behaviours to measure their cultural health.

Reference: [www.minessence.com](http://www.minessence.com)

[www.culturaldoctor.com.au](http://www.culturaldoctor.com.au)