



Clive Alcock - Biography

Introduction

Clive Alcock is the founding director of the Change Works Consulting Group, a boutique Organisation Development (OD) consulting firm that specialises in working with people and organisations to initiate, implement and sustain effective solutions for change across their business. The Change Works is a leading provider of bespoke consulting services in:

- CHANGE LEADERSHIP
- EMPLOYEE ENGAGEMENT
- TRANSITION MANAGEMENT

With over twenty-five years corporate experience, Clive has worked in various senior management, internal and external consulting roles for a range of leading national and international organisations. During that time, he has honed his craft in the areas of large-scale business transformation, organisational development, change management and human capital development.

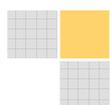
Underpinning those areas of expertise, Clive also offers deep capability in the application of change technologies of NLP (and associated fields) to process facilitation, accelerated learning and individual coaching in organisations. Having studied trained extensively with the world's leading experts in the field (most notably Dr John Grinder and Stephen Gilligan PhD) he is now recognised as a leading exponent of business applications of these powerful change technology.

NB: Clive currently holds the relevant employment status and documentation to immediately work in the USA, United Kingdom/European Union and Australia/New Zealand.

Experience

Clive founded his own niche consultancy in 2004, after leaving the 'big four' international management consulting firm of Deloitte. Since that time, he has consulted to some of Australia's largest private and public sector organisations to and assisted them to address a wide range of very complex and difficult organisation development and change challenges.

During his highly successful seven-year career with Deloitte Consulting, Clive held several positions that included People Management Director (Aust./NZ), CRM Project Director, Senior Manager Change Leadership and Organisation Performance Manager. Throughout that time, he worked on a variety of extremely complex, large scale system-enabled business transformation projects that spanned the breadth of industry sectors serviced by Deloitte.



Prior to joining Deloitte Consulting, Clive worked for the global FMCG and Pharmaceutical icon of Parke-Davis/Warner Lambert. Over a five-year period, he held range of positions that included Training & Development Manager, Employee Development Manager and Senior HR Manager (Aust./NZ). During that time, he successfully delivered a range of substantial organisational development and change initiatives that ultimately resulted in him receiving a global award for 'Excellence in Human Resources'.

Clive spent the first decade of his professional career with the manufacturing giant of BHP Steel International, in positions ranging from Training & Development Consultant through to Organisation Development Principal. During this time, he was responsible for leading a variety of large scale organisational development, business transformation and employee development initiatives across the largest integrated steel plant in the southern hemisphere.

Qualifications

Clive's significant experience is underpinned by academic qualifications that include Change Management Qualification (AGSM); Bachelor of Arts Degree - Psychology Major (University of Wollongong) and Associate Diploma of Adult Education (University of Technology, Sydney).

He also holds the Graduate Certificate in NLP (and a range of supporting credentials) and is an accredited workplace trainer & assessor.

NB: For more information regarding Clive's service offerings in organisation development and change, or to contact him today, please visit www.changeworks.com.au.

