

Peter Webb

Organisational Capability Psychologist

Consultant Organisational Psychologist (Reg'd NSW)
M.Appl.Sci.(Psychology of Coaching), M.A.P.S., M.S.C.P.
Cert.IV Training & Assessment, B.Naturopathy(N.D.)
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Facilitator, Chifley Business School
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Peter Webb is an Organisational Capability Psychologist drawing on research and experience in the fields of *positive psychology*, *behavioural economics*, and *systems thinking* to build sustainable leadership, learning, and development outcomes.

Organisational Capability Programs

Organisational Capability programs help you get a clear understanding of your current situation. We then collaborate with you to apply business related content, experiential learning processes and specific skills training to bring about positive change in your team or organisation.

Key benefits of Organisational Capability programs include:

- Independent data collection to give you accurate feedback on the attitudes and beliefs of your team or organization so you can make informed decisions.
- Emotionally engaging training programs and development activities to build on team strengths and demonstrate measurable improvements in overall performance.
- Expertly facilitated executive management and team meetings to foster common understanding and construct highly effective group communication strengths.
- Personally appealing workshops and conversational opportunities to bring about *virtuous feedback loops* for common understanding and work synergies throughout the organisation.
- Targeted interviews and facilitated meetings to break down "silo mentality" and release more creative innovation resources for the organisation.
- Follow-up support materials, toolkits, and review sessions with groups and individuals to keep everyone motivated in the direction of desired change for the organisation.
- Expert leadership capability coaching for high potential individuals, leadership development programs, and high value managers with poor people management skills.
- Proven team-building activities that inspire, inform, and motivate at any level in the organisation and contribute to building a positive work culture.
- Collaborative design and implementation of a work competency framework to promote clear understanding of job expectations and produce meaningful performance agreements.
- Collaborative design, implementation and training of a performance development template to ensure competent, clear, and behaviour-based day-to-day performance management and positive job appraisal experiences.

Engagements

Examples of Organisational Capability programs include:

- Design and facilitation of workshops to improve *performance* and *alignment* of team leaders at Delta Maintenance (Delta Electricity), Central and Western Regions NSW.
- *Strategic team development* programs for InnerSkill (formerly Leichhardt Community Youth Association), Office of the Motor Accidents Authority of NSW ICT Group, Hunter Institute of TAFE Regional IT Services, Insurance Australia Group (IAG), and the Australian Trade Commission (AusTrade) ASEAN.
- Co-design, development and delivery of a 3-phase *Staff Engagement Program* over 3 years, across all divisions and through all levels of Landcom (the NSW State owned corporation for land development).
- Design and delivery of *Leadership Benchmark* training programs for middle managers of Telkom Indonesia.
- Design and delivery of a *Wisdom in Leadership* curriculum for Brand Leaders of Landor Associates.
- Design and facilitation of *Leader as Coach* programs for partners of Clayton Utz, nationally.
- Co-design and delivery of a *mentor-training* program for partners of PricewaterhouseCoopers, Jakarta, Indonesia.

Contact

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