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# Robert de Loryn

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**Change Management**  
**Merger and Acquisition**  
**Organisational Structure and Process review**  
**Personality Profiling**  
**Business Planning Facilitation**  
**Management Development**  
**Executive Coaching**  
**Industrial Relations**  
**Training and Development**  
**Consulting**

## **POINT OF DIFFERENCE**

1. **Firstly** we believe in delivering a comprehensive and tailored program that assists the existing management team to achieve results well after the completion of our face to face consulting work. Our goal is to assist companies in delivering results with “Profit” and “People & Culture” of the organisation as their primary focus.
2. **Secondly**, and perhaps most importantly, we provide accredited services in DiSC and MBTI Behavioural profiling to improve business and relationship performance.
3. **Thirdly**, we have a proven track record of coaching & mentoring at all levels of an organisation. We have partnered with many senior managers to identify and deliver change within the workplace to improve overall efficiency and results.

## **SPECIFIC EXPERTISE**

- Mergers and Acquisitions facilitation and management
- Management and Cultural Development
- Structural, Policy and Process reviews
- Business Planning Forums
- Team Building
- MBTI and DiSC personality profilers – key drivers in delivering improved business performance
- Professional Executive Coaching
- Industrial Relations
- Proven track record of performance in the following sectors;
  - FMCG, Government, Aged Care, Automotive, Retail, Health, Hospitality, Insurance, Banking
- Personalised Training programs
- Performance Management, Retention and Incentive Program development and implementation

**Professional Development Certificate in Executive Coaching** 2008  
The Institute of Coaching and Consulting Psychology/Sydney University  
Dr Anthony Grant & Dr Michael Cavanagh

- Solution Focussed, Cognitive-Behavioural Coaching Practice

**Bachelor of Commerce** 2000  
Deakin University

- Major in Commercial Law
- Major in Human Resources

**Accreditation in DiSC Personality Profiling** 2002  
Integro Learning

- Personality Profiling
- Report interpretation and communication
- DiSC Facilitation

**Accreditation in Myer Briggs Type Indicator - MBTI** 2004  
Australian Psychological Press

- Personality Profiling
- Report interpretation and communication
- DiSC Facilitation

#### **PROFESSIONAL & NETWORKING MEMBERSHIPS**

- PNG Chamber of Commerce
- HRI PNG
- Austrade PNG

#### **ASSIGNMENT AVAILABILITY**

Melbourne, Victorian regional centres, Australia Capital Cities and Regional Areas,  
Asia Pacific, Europe, Global

#### **CLIENTS/TESTIMONIALS/PEOPLE THAT KNOW OUR WORK**

Sunrice, Trukai, Australian Red Cross Blood Service – National IT and Victorian and  
Tasmanian Operations, ANZ Bank (PNG), Central Supply and Tenders Board (PNG),  
Bank of South Pacific (PNG), PIA, People Answers, Daltron (PNG)