



CAREER COACHING AND HR CONSULTANCY SERVICES

CONSULTANT PROFILE → SEAN REDDELL

PROFESSIONAL BACKGROUND

Sean has spent much of his career working to improve the relationship between organisations and the people who work in them. Firmly believing that all the factors influencing a workforce's productivity, happiness and effectiveness are controllable, Sean has been working successfully in the learning, organisational development and change management fields within Government and private enterprise for well over 10 years.

...improving the way in which organisations attract and retain their Generation X and Y workers in today's labour market.

Sean brings a wide range of experience in understanding, predicting and ultimately influencing human behaviour and performance in the workplace. Sean holds formal qualifications in psychology and coaching and has access to a wide range of behavioural and psychological based tools and assessments.

Sean solves human resource management problems that are limiting an organisations performance. Sean's primary area of specialisation is in improving the way in which organisations attract and retain their Generation X and Y workers in today's labour market.

AREAS OF SPECIALISATION

Sean's work focuses mainly on attraction and retention, career planning and management, succession planning and cross generational management issues, with a special interest in getting the best from our Generation X and Y workers.



- attraction and retention programs
- succession management
- outplacement programs
- in-house workshops (career mgt, team-building and planning)

Sean enjoys projects with a focus on performance improvement, whether at an organisational, team or individual level and always strives to improve the relationship between the employer and their employees.

Sean has also enjoyed success in implementing organisational change including system implementation, cultural change and significant organisational re-structuring. **Contact Sean today** to discuss how our in-house career accelerator workshops, succession management and attraction and retention programs can assist your business as well as improving you or your manager's ability to manage across generations.

For more information, please visit our website.

BLAZE UNLIMITED Pty Ltd
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CONSULTANT PROFILE  **SEAN REDDELL**

EXPERIENCE

Sean has a range of experience both as an employee, manager and an independent contractor across several industries including professional services, IT&T, all tiers of Government and SME's. As an accredited coach Sean also has experience coaching managers and executives to improve their personal, professional and organisational performance.

Sean is an experienced trainer and workshop facilitator and has designed, developed and

delivered customised and practical solutions based on detailed organisational analysis including strategic and operational planning and team-building workshops.

- > professional services
- > information technology
- > small to medium enterprises
- > healthcare
- > government

TYPICAL CLIENTS

Sean's clients are typically organisations who truly believe that their competitive advantage will come from their people and are willing to invest in their workforce to ensure a sustainable competitive advantage. Despite these intentions Sean's clients are often struggling to attract and retain the right talent and aren't doing enough to make them stand out as a desirable employer or to hold onto their key talent. Sean also works with clients who may be struggling to adapt to the dual pressures of a shrinking workforce and the differing needs of the younger generation workers.

...organisations who truly believe that their competitive advantage will come from their people...

Listed below are just a few of the clients that Sean has recently worked with:

Hudson, Human Capital Solutions

Australian Bureau of Statistics

Queensland Health

Arena Org Consulting

Brisbane City Council

National Foods

ANZ Bank



Telstra

Intergraph

Armaguard

Mrs Crockets Kitchens

Fosters Group

Konica Minolta

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TYPICAL PROJECTS

In addition to his stated areas of specialisation Sean has managed projects and programs covering the following areas:

- Attraction and Retention Programs
- Recruitment and Selection
- Performance Management
- Workforce Planning
- Strategic Planning, Business and Operational Planning Workshops

- Human Resource Management Policy Development and Implementation
- Systems Implementation (change mgt)
- Reward and Recognition Programs
- Training and Development Frameworks
- Team-building, mentoring and coaching

A RECENT EXAMPLE

Sean was contracted by an Executive who had a critical team that was not performing at the required level. A number of factors were affecting the team's performance including the relative youth of the team, a range of interpersonal differences, lack of shared values and expected standards of behaviour, the unit's management style and a raft of larger organisational changes that affected team development and direction.

...significant difference to the clarity and focus of team members and their ability to work harmoniously towards common goals.

After conducting initial individual interviews with each team member Sean used the McQuaig word survey to provide individuals with a greater understanding of themselves and others using a shared and consistent language. This report also provided a number of developmental approaches for each individual to work through with their manager.

A workshop was designed to promote shared understanding of team norms and expected behaviours and to map a path forward for the team.

This workshop was followed up with one on one management coaching for the three most senior staff. This coaching was delivered over a 2 month period and allowed the individual to address both self and managerially directed performance improvements. The feedback from participants in this program was positive and has made a significant difference to the clarity and focus of team members and their ability to work harmoniously towards common goals. Team members are now happier and more productive.

NEXT STEPS

BLAZE UNLIMITED is pleased to offer an **obligation free** consultation to help you clarify your requirements and develop a strategy with which to move forward. **To arrange an appointment please call BLAZE UNLIMITED on our free call number 1300 886 501 or visit our website.**

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