Curriculum Vitae - Valerie Howarth, Round Table Management Consulting

Round Table Management Consulting was established in 1991.



Valerie is an accomplished corporate trainer and consultant with over 30 years’ experience in both the public and private sector. Her national clients have included IBM, Transfield, Qantas, Lend Lease, Rothschild’s, the ACCC, Centrelink, The Department of Industry, Science, Energy and Resources, the Department of Veterans’ Affairs and the Attorney General’s Department among many others. She has also consulted overseas in Asia and New Zealand. She has a public sector background beginning her corporate career in Telstra. Valerie now specialises in leadership and culture in the Australian Public Service.

Valerie has tertiary qualifications in Education and Arts and was awarded the Frank Bell Memorial Prize for Anthropology by the University of Sydney in 1994.

**Skill Areas:** Leadership, organisational culture, change, client focused service, wellbeing and trauma informed service, emotional intelligence, coaching, team structures and dynamics, and team building

Accredited in:

* Myers-Briggs Type Indicator (MBTI)
* RTMC LFI 360
* Deloitte Inclusive Leadership Assessment 360 (ILA)
* Herrmann Brain Dominance Instrument (HBDI)
* Team Management Profile (TMP)
* Emotional and Social Competency Inventory (ESCI)
* Leadership Styles Questionnaire (LSQ)

**Selected Assignments 2011 - 2021:**

* Design and delivery of 20 *ServeVirtual* client service induction programs for the Department of Veterans’ Affairs, as a modularised online program since March 2020.
* Design and delivery of *the post Covid-19 NewNormal Masterclasses* for managers and employees in the Department of Industry, Science, Energy and Resources, since March 2020.
* Design of the leadership feedback instrument, LFI 360, and the conduct of 30 one-on-one 360-degree debrief sessions for SES leaders in the Tasmanian Department of State Growth, 2021.
* Iterative design and facilitation of three-day leadership programs, *Stepping into Leadership* and *Pathways* programs for APS and EL employees, Department of Industry, Innovation and Science, 2011 – 2020.
* Design and delivery of the innovative *Serve* client service induction program for the Department of Veterans’ Affairs, 2017 - 2020.
* Design and delivery of online sessions for Regional Recovery Officers working with clients affected by fire, flood, drought and Covid-19 for the Department of the Prime Minister and Cabinet, 2020
* Design and delivery of the high profile Its Why We’re Here program for staff at all levels in the Department of Veterans’ Affairs with sessions delivered by the Secretary, Commissioner, Deputy Commissioners and veterans, 2012 – 2020 (currently transitioning to the online format as *IWWHVirtual*).
* Design and delivery of three high profile business continuity plan desktop exercise for the Secretary and SES, Department of Veterans’ Affairs since June 2017.
* Consultancy, design and facilitation of division, branch and group planning days and conferences in APS departments including the Department of Industry, Innovation and Science; the Department of Veterans’ Affairs; the Australian Competition and Consumer Commission and the Department of Agriculture and Water Resources, 2011 – 2020.
* Design and facilitation of several programs for the Murray Darling Basin Authority, including the CREATE Authentic Leaders and CREATE Authentic Culture programs, the design of the new services hub and redesign of the offboarding process, 2016 – 2017.
* Design and delivery of masterclasses and seminars on leadership, emotional intelligence, work life balance and unconscious bias for staff at all levels, Department of Industry, Innovation and Science, 2015 – 2018.
* Leadership and team training for APS and EL staff working in the Royal Commission into Institutional Responses to Child Sexual Abuse, 2013 – 2017.
* Delivery of Herrmann Brain Dominance Instrument (HBDI) training on behalf of Herrmann International in the Department of Agriculture and Water Resources, 2016.
* Facilitation, team and skills training as part of the Coordinated Client Support Program for staff dealing with high needs clients suffering PTSD and traumatic brain injury in the Department of Veterans’ Affairs.
* Design and delivery of over 50 leadership development programs in the Department of Veterans’ Affairs.
* Design and delivery leadership programs for APS and EL leaders in the Attorney General’s Department.
* SES leadership development ‘boot camps’ and planning forums in the Australian Competition and Consumer Commission.

**Career Highlights**

* Trainer and Consultant, Telstra Corporation, 1984 – 1988.
* Manager, Organisational Development, Victoria and Tasmania, Telstra Corporation, 1988 – 1990.
* Consultant, Telstra International, training and consulting in Singapore, Hong Kong and New Zealand, 1990 – 1992.
* Consultant Australian Quality Awards Foundation, 1992- 1994.
* Consultant, Macquarie Consulting Group, 1994 – 1995.
* Principal Consultant and keynote speaker, Valerie Howarth and Associates, 1995 – 2000.
* Collaborator, ODS Management Consulting Pty Ltd, 1997 – 2016.
* Suicide prevention trainer, Lifeline South Coast, 2003 – 2006.
* Volunteer mentor, in the NSW Department of Education & Communities sponsored Youth Frontiers Mentoring Program, 2016, 2017.
* Partner, Round Table Management Consulting, 1992 – 2018.