



Curriculum Vitae | Julia Zimmerman

Julia Zimmerman is Director of Zimmerman Consulting Pty Ltd. Since March 1998 Julia has been an organisational and leadership consultant in her own business, partnering with clients to develop leadership and community building capabilities and high performing teams to ensure business success.

She has a highly integrated approach to the human issues in organisations. She has particular skills in developing the relationship building, conversational and facilitative leadership skills required today for sustainable and successful organisations. Julia believes that the ability to manage oneself and others is the key to individual, team and organisational success. She brings to her work with individuals and teams a suite of powerful self-awareness tools that enable the building and sustaining of better self-management and communication skills. These skills improve teamwork, decision making, customer service and assist in resolving difficult issues. Her engaging and direct approach and calm and credible presence create a safe environment for people to try out new skills. People acquire relevant and practical skills and strategies to apply immediately in the workplace.

Julia has held many leadership roles in the Queensland Department of Education and Training including state-wide Manager of Access and Equity, Director of Staff and Student Services at Southbank Institute of TAFE, and several acting positions as Director of Gateway, Ithaca, Logan and North Point Colleges of TAFE. This experience brings depth to her practice and a keen sense of the importance of both strategic and practical skills and approaches that make a significant difference to planning for sustainable organisational outcomes. Her consulting work has included clients from the public, private and community sectors.

Julia is a skilful and successful leadership coach.

Julia collaborates with her close colleague Karyn Schluter-White and other consultants to develop innovative, strategic and pragmatic responses to organisational needs.

Some Relevant Experience

Capacity building

The art of BEiNG a facilitator

- Co-designer and co-facilitator of The art of BEiNG a facilitator, a four day program which has successfully run as a public program and an in-house program from 2006 – 2012. This program is sought after by all sectors — private, government and community and is highly valued by participants.

One day and two day versions tailored to specific needs have been delivered: for graduate employees of DET, 2007 ; for community based Learning Circle facilitators for Oxfam Australia, 2007 and Ethos Foundation, 2009; for The Office of Women, 2008/2009; for the Vocational Education and Training Industry Group, 2009

- Design and delivery of Internal Consulting Skills sessions for Workforce Capability and Performance Unit, DET, 2008 – 2011

The art of BEiNG a coach / mentor

- Mentoring Programs for Queensland Women in the Public Service (QWIPS) (2001); Equity Mentoring Program for Department of Employment & Training (2002); Civil Infrastructure Mentoring Program, Queensland Rail (2006)
- Coaching in Action. Delivery with Newfield Australia of four programs based on an ontological approach to coaching. (2005 – 2007)
- Leader as Coach — 2 X eight day programs for School Principals, South Australian Centre for Leadership in Education. (2004)
- Coaching and Mentoring Development, Strategy and Policy Directorate, Department of Communities, 2006
- The art of BEiNG a Workplace Coach – 2 day programs for Department of Education and Training, 2006 – 2011
- The art of BEiNG a Mentor for general staff and Leading Vocational Teachers of Gold Coast Institute of TAFE, 2008, 2009 & 2012
- Leading by Coaching, for managers of Program Office, LTAS, Department of Transport & Main Roads, 2010

The art of meetings that work

- Chairing Effective Meetings, The Prince Charles Hospital, Queensland Health, 2009; Public Health, Central Regional Services 2010 / 2011; and Public Health, Health Protection Directorate, 2010 / 2011,
- Meetings that Work, Anglicare, Metro North Leadership Team, 2012

The art of conversations that matter

- Difficult and Courageous Conversations — Princess Alexandra Hospital, 2012
- Practical Performance Conversations — Department of Education and Training, 2006 – 2010
- Facilitating Conversations for nurse educators and education facilitators, TPCH, Queensland Health, 2008 & 2009
- Delivery of conversation skills seminars for Education Queensland to support the implementation of the “Developing Performance Framework”. 2008

The art of facilitative leadership

- “Leading Organisational Change” for BHP Steel Australia, BHP Coal and BHP New Zealand Steel — 6 day residential programs for senior and middle managers, 1997, 1998, 2000
- “Workplace Leading Organizational Change” for BHP New Zealand Steel — 5 day residential program for managers, supervisors, staff and production workers, 1998 – 2000
- Leading and Managing the Emerging Future, Brisbane City Council, (member of emergingwisdom consortium), 2001
- Office of Public Sector Commission Queensland preferred provider Leadership Foundations, 2001 – 2003, and preferred provider Practical People Management, (member Learning Partnership Consortium) 2007
- Leadership Development Program with Steve Zuieback of Synectics Inc USA for Transport SA (DTUP). 15 month program for senior managers. 2003/2004
- Executive Women’s Development Program for Queensland Rail — 9 month personal and professional development program, 2005 – 2007.
- Top 500 Leadership Team Development Program — 2 days , 2011, Queensland Health, Division of Policy, Strategy and Resourcing

Facilitation

High Performance Team Development with executive leadership teams

- Far North Queensland Region, Leadership Team Development, Department of Communities, 2005
- Process Improvement Division, Queensland Rail, 1999 / 2000
- Human Resource Services, CSQ, Leadership Team Development, 2005
- Murray Darling Division, Department of Water, South Australia, 2002.
- Local Government Collaboration Division, Senior Executive Team, Department of Local Government, Planning, Sport and Recreation, 2007 and 2008
- Performance Monitoring and Evaluation Branch, Department of Child Safety, 2005
- Marketing and Communications Branch, Queensland Department of Communities, 2005, 2006
- Uniting Care Social Justice , 2012
- Project 2800, Office of Public Sector Commission, 2012

Planning – strategic, business and team

- Strategy design
 - Benevolent Society and Queensland Health, planning for Integration of Early Childhood Services, Browns Plains, 2012
 - Smart Services Queensland, Pandemic Influenza Preparedness Planning , 2008
 - Coles Myer Logistics, Frankston, Victoria — strategies to increase productivity and change work practices for on-going viability, 2004
 - Queensland TAFE Library Services — action learning project — strategies to make the transition to new ways of working, 2007
 - Professional Development Branch DETA — action learning project to design partnering approach to delivery of services, 2008 – 2009
 - Queensland Health — implementation strategy workshops for Managing Organisational Change Framework, 2009
 - Logan and Beaudesert Hospitals — organisational strategies for leading and managing change, 2010
 - Standard Operating Environment Project, DETIR — strategies to implement new IT platform across the organisation, 2000
 - CSR Distilleries , Melbourne, Victoria — strategies to implement organisational change, 2000
 - Division of Training, DETIR – development of a framework for Regional Planning, 2000

- Business planning
 - Planning days for executive groups and operational teams include:
 - Oxfam Community Aid Abroad, Community Leadership Program, 2001
 - Community Connections, Nundah, 2000
 - Policy Division, Environment Protection Agency, 2001
 - Enoggera Respite Centre, Centacare, 2006 – 2009
 - Metropolitan Senior Citizens' Centre, 2010
 - Learning and Development Branch, DIR, 2004
 - Governance Branch, Department of Local Government, Planning, Sport and Recreation, 2007, 2009
 - Program and Facilities Development Branch, Sport and Recreation, 2007, 2008
 - Infrastructure Branch, Department of Local Government, Planning, Sport and Recreation, 2007
 - Workforce Capability and Leadership Branch, Department of Education and Training, 2010, 2011
 - Division of Training, Department of Employment and Training, 2000
 - Queensland Responsible Gambling Advisory Committee, 2000

Complex forums and large group events

- Union/management productivity negotiations for both BHP Transport and BHP Coal, 1999
- Development of divestment strategy for BHP Transport & Logistics, 2000
- Southern Area Health Perioperative Nurses Forum 2007 and 2009 to develop initiatives for cross district collaboration & facilitation of inaugural Statewide Perioperative Nurse Unit Managers Forum, 2009
- Induction Program for Senior Executives , Department of Communities , 2005
- ACPET/DETIR VET Providers Consultation Forum, 2000
- VET Strategy – Stakeholders Consultation, 2000
- ANTA — National Planning System for the National Planning and Reporting Framework Project Planning Workshop, 2001
- Staff Planning days for Faith Education Services of Brisbane Catholic Education, Open Space, 2003

Coaching

- Senior officers from Queensland Departments of: Health; Environment; Education and Training; Industrial Relations; Transport and Main Roads; Queensland Police
- Senior managers in a private consulting firm;
- Senior staff in a number of community organisations; and
- Senior academic and administrative staff from the university sector

The main focus of this coaching includes enhancing facilitative leadership skills; designing change and transition strategies and supporting staff through change; preparing for performance conversations; and building internal consultancy skills.

Professional Qualifications and Associations

- Bachelor of Arts, Melbourne University, 1966
- Diploma of Education, Melbourne University, 1967
- Bachelor of Educational Studies, University of Queensland, 1985
- Graduate Certificate of Strategic Leadership, Office of Higher Education, 1992
- Associate Fellow Australian Institute of Management (AFAIM).

Professional Development

- Transitioning to a Viable Society, Matt G Taylor, Sydney, 2010
- Self-awareness — Philosophical Reflections, Eckhart Tolle, 2009
- Authentic Leadership, Shambhala Institute, Canada, 2008;
- Complex Adaptive Systems, Kristine Quade, 2007
- Personal Mastery & Complex Systems, Scott Washington, 2007
- The Skilled Facilitator, Roger Schwarz, 2005
- Coaching In Action, Workshop, Alan Sieler, Newfield Australia, 2003
- Neuro-Schematics and Leadership, Mal Davies, John Nutting, 2002
- Accredited Singer Loomis Type Deployment Inventory, Moving Boundaries, USA, 1997, 2001
- Managing Organisational Transitions Accreditation Workshop 1997 & The Way of Transitions, William Bridges, USA, 2000
- Accredited — Myers Briggs Type Indicator, Institute of Type Development, 2000;
- Emotional Mastery with NLP, Chris and Jules Collingwood, 2000
- Neuro-Linguistic Programming Master Class, Phill Boas, 1999
- Peaceful Communication in a Dominator Culture, Bill Moyer, 1999
- Facilitating in Complex Times, Steve Zuieback, Synectics Inc, 1998
- Group Dynamics, Michael Grinder, 1997, 1998
- Leadership and Self-Organising Systems Seminar with Kellner-Rogers and Wheatley Inc, USA, 1997
- Engaging entire organisations in their own far-reaching change: developing whole-scale change competencies, Dannemiller Tyson, USA, 1997
- Appreciative Inquiry, with Mellish and Associates, 1997&1998
- Therapeutic Spiral Training, Kate Hudgins, 1997, 1998, 2001;
- Core Training in Psychodrama, with QTIP, 1997
- Psychodrama, Role Training and Action Methods, Francis Batten, Action Training and Development, 1994, 1995, 1996

Career history

1998 – 2012

Director

zimmerman consulting — leadership, personal and organisational development services and consultancy

1995 – 1998

Director

Staff and Student Services, Southbank Institute of TAFE

1992 – 1995

Associate Director

Business and Information Technology, Ithaca College of TAFE

Director

Logan College of TAFE (Acting)

Director

NorthPoint College of TAFE (Acting)

1990 – 1992

Associate Director

Business and Cultural Studies, Gateway College of TAFE

Director

Gateway College of TAFE (Acting)

1986 – 1990

Manager

Access and Equity Branch, Department of Employment and Training

1981 – 1986

Adult Literacy Officer

Brisbane North Region, Bald Hills College of TAFE

Statewide co-ordinator

“Women in Non-Traditional Trades” Project

Co-ordinator

Volunteer Literacy Tutors, South Brisbane College of TAFE
