



## CONSULTANT PROFILE

**MARK JOHNSON,  
MBA, B. BUS. MGMT, FAIM**

**Founder of Intelligent Performance  
Consultant, Facilitator, Speaker & Coach**

### Background and Experience

Throughout a business career spanning almost 30 years in human resource management and organisational development, Mark has led and managed teams to achieve significant improvements in productivity and satisfaction. He has also played key roles as part of successful senior leadership teams. Passionate about enabling individuals, teams and organisations to achieve outstanding levels of performance, Mark has worked with and facilitated change and development across a range of organisational levels from frontline teams and new supervisors to middle management and executive leaders improving performance in highly competitive and demanding environments. His personal style and skills have allowed him to achieve success in a broad cross section of industries including Federal, State and Local Government, Finance & Insurance, Aerospace, Energy, Mining, Agribusiness, Professional Services and Construction.

### Qualifications and Accreditation

- Master of Business Administration, University of Queensland
- Bachelor of Business (Management), Queensland University of Technology
- Certificate IV in Training & Assessment
- Accreditations include
  - Team Management Systems (TMS) Team Management Profile
  - DiSC Behaviour Profile System
- Fellow of the Australian Institute of Management

### Competencies

While possessing a broad range of business, organizational development and human resource management skills, Mark specialises in the following areas.

- Coaching (Leadership, Management & personal performance, career development & transition)
- Performance Maximisation
- Strategic and HR Planning and Management
- Organisational Design
- Cultural Change
- Organisational Change Management
- Management & Leadership Development
- Team Development
- Facilitation of various development programs covering Innovation and Continuous Improvement, Negotiation Skills, Communication Skills, Workplace Relationships, Personal Performance

Mark has worked with and consulted to some of Australia's premier organisations including:

- Aust. Inst. of Management
- Brisbane Catholic Education
- Brisbane City Council
- Boeing Australia Ltd
- Carter Newell Lawyers
- CGU Insurance
- Chifley Business School
- Child Support Agency
- Crane Distribution
- CSIRO
- Dept of Education & Training (Qld)
- Ergon Energy
- Energex
- GHD
- Gold Coast City Council
- Griffith University
- Legal Aid Qld
- Main Roads Department
- MIM Holdings Ltd
- Planning Institute of Aust.
- Powerlink Queensland
- Price Waterhouse Coopers
- Prospect Consulting
- Qld Police Service
- Qld Racing Integrity Commission
- Records Management Association of Aust.
- SP-AusNet Ltd
- Stanwell Corporation
- Suncorp
- Super Retail Group
- Sydney Water
- Thiess Pty Ltd
- Uniting Care Health
- Watpac
- Wesfarmers Resources Ltd
- Wesfarmers Rural
- WHK Horwath
- WorkCover Queensland
- Worley Parsons

## Sample Assignments

- Facilitation of Strategic Planning and Incident Debrief workshops for the Qld Racing Integrity Commission.
- Facilitation and development of Culture Change strategies for RCP involving Board of Directors and Senior Leadership.
- Team development for Executive Management team at Legal Aid Qld
- Leadership and Management coaching for Carter Newell Lawyers, Suncorp, WHK Horwath and CSIRO
- Facilitation of the strategic planning process and workshops for the Group Projects Division of Powerlink Queensland and Queensland Police Service
- Planning facilitation for Queensland Legal Assistance Forum, setting direction, identifying challenges and facilitating strategic commitments
- Coaching leaders in a variety of circumstances including “Building Performance” skills as part of AIM / Suncorp project and improving personal and team effectiveness in light of organisational change and demands at Ergon Energy
- Coordinated and implemented a divisional leadership development program for Boeing’s Network Enabled Systems Division, including content structure and identification and selection of participants.
- Communications and engagement of Senior Management for cultural change and employee engagement for Wesfarmers Resources Limited.
- Facilitation of various certificate and diploma programs for Ergon Energy (Dip. of Business and Cert IV in Frontline Mgmt), Sydney Water (Dip. of Business).
- Learning Facilitator (Lecturer) for Torrens University MBA Program
- Facilitation of Grad Dip programs for Super Retail Group (Grad. Dip. Business - 3 Units – Management Theory & Practices, Operations Management and Organisational Behaviour), SP AusNet Ltd (Grad. Dip. Business - 2 Units – Management Theory & Practices and Strategic Management) and Watpac (1 Unit – Management Perspectives)
- Main Roads Dept – “in\*Roads Project” requirements consultation and facilitation
- Provide employee relations advice and developed HR policy and procedures for newly established businesses (Superior Coal and TransEnergie Australia), providing structure, guidance and compliance in all major HR aspects.
- Manage the Finance Division Change Management function at Ergon Energy in preparation for introduction of Organisation wide ERP system.
- Development and implementation of change strategies for the creation of a Project Management Office and the introduction of Program Management within Powerlink Queensland

## Contact Details

Mark may be contacted in the following ways:

Phone: 07 3272 4922  
Mobile: 0418 123 033  
Internet: [www.intelligentperformance.com.au](http://www.intelligentperformance.com.au)  
Email: [mark@intelligentperformance.com.au](mailto:mark@intelligentperformance.com.au)  
LinkedIn: <http://au.linkedin.com/pub/mark-johnson/6/569/865>