

Phillip Bonser

Overview

Phillip is a former senior executive from the education and training sector. He is an experienced consultant, organisational change facilitator, executive coach and independent researcher with extensive experience in the public and not-for-profit sectors, particularly in complex, volatile and politically sensitive environments.

Expertise

- Organisational and program review, design and development.
- Development of governance, monitoring and evaluation strategies and processes.
- Executive and strategic leadership development especially in circumstances involving:
 - Systemic reform and/or organisational change
 - Inter-organisational collaboration, partnerships and alliances
 - High levels of complexity, volatility and power dynamics.
- Culture and capability building (including supporting performance management and development).

Qualifications and professional training

Qualifications

- Bachelor of Arts (Hons) - Macquarie University
- Bachelor of Education (Distinction) - Charles Sturt University
- Certificate IV in Workplace Assessment and Training (2001).

Ongoing professional development

- Accredited Level 2 Executive Coach – Institute of Executive Coaching, Australia (2001)
- Accreditation, Leadership Development Profile - Harthill Consulting, UK (2006)
- The Skilled Facilitator - Roger Schwarz & Associates (2007 & 2009).
- Cognitive Edge and Sensemaker methodology - Cognitive Edge & Emerging Options Pty Ltd (2009)
- Subject-object Interviewing – Jennifer Garvey-Berger (2010)
- Reflective Practice in Supervision, Daphne Hewson, APS, 2012
- Symposium on Relational Practices, NZ School of Drama and StoryMaker Partners, 2013

Memberships

- Academy of Management
- European Group for Organisational Studies
- International Research Society for Public Management

Background

Prior to commencing his coaching and consulting career Phillip was a public servant in the education sector in NSW holding senior management and Senior Executive Service roles.

Significant experiences and achievements include:

- Leading a team engaged in responding to the Wood Royal Commission to ensure the ongoing safety and protection of children while maintaining the highest standards of natural justice and procedural fairness.

- Managing the effective use of resources and the performance and development of the Principals of a group of 30 schools to ensure high quality educational outcomes, student welfare and community engagement.
- Leading the introduction of annual self-evaluation and public reporting across a group of 100 schools.
- Leading teams conducting school reviews and making recommendations for improvements.
- Leading the revitalisation of a secondary school to ensure that its curriculum and teaching practices met the needs of a changing student population and the expectation of parents and the community.
- Leading the planning for and implementation of devolved, self-managing curriculum and programme support services across the northwest region of NSW.
- Leading the multi-year evaluation of the Staying On Programme.

Consulting experience relevant to this project

Antarctica New Zealand

Supporting the leadership and staff of Antarctica New Zealand in reviewing and re-designing their management structures and governance arrangements to support the ongoing development of a “safety first” culture and of a highly responsive decision-making capability in the high-risk environment of Scott Base.

Attorney General’s Department

Facilitating a process to reach agreement with the States and Territories and the Legal Aid Commissions about monitoring and reporting processes to support the National Partnership Agreement on the provision of Legal Assistance for the Legal Assistance Branch.

Australian Agency for International Development (AusAID)

Providing organisational change management support to the Pacific Division of AusAID as part of the implementation of agreed reforms designed to establish a “One Division, One Team” culture, governance and planning arrangements and workforce capability across Canberra and overseas based business units and teams.

Australian Education Council (AEC)

Working with the AEC Data Strategy Group to review the outcomes of a comprehensive stocktake of data sources, governance arrangements, reports and reporting regimes and national projects across the early childhood education, schooling and higher education sectors and develop recommendations for reducing overlap and over-regulation.

Australian Medical Council (AMC)

Supporting the Board of the AMC to review management and governance structures with a particular focus on their impact on organisational culture and climate and the extent to which they supported flexibility and innovation.

Department of Defence

Working with the senior leadership of the Intelligence and Security Group of the Department of Defence to enhance their capacity to communicate about and to initiate and foster local change initiatives aligned with the broad change agenda.

Department of Education Employment and Training

Supporting the development of a nationally agreed evaluation, monitoring and reporting framework and appropriate national governance processes to underpin the work of three National Partnership agreements in the schooling sector.

Department of Education, Employment and Workplace Relations - State Office Network

Supporting the development of a change framework in the context of the 'merger' of the DEST and DEWR and the proposed Australian Public Service reform process. This work included leading consultations and data gathering processes in three states and providing ongoing support for the development of local governance arrangements, change plans and processes.

NSW Public Service Commission

Leading a review of high level out-sourced Executive Development Programs for senior executives funded by the NSW Public Service Commission to determine the extent to which the programs were a fit with newly developed professional capabilities for public servants in NSW and the extent to which they were providing the PSC and sponsoring agencies with return on their investment of both time and funds.

Royal Australasia College of Physicians

Leading a review of factors that influence the capacity of the members and staff to work more effectively together within the context of a complex set of governance arrangements, committees and working parties.

Standing Committee on School Education and Early Childhood (SCSEEC)

Supporting a national Joint Working Group of SCSEEC with the development and negotiation of an implementation plan for the collection of nationally consistent data about school students with disability within existing jurisdictional legislative and governance arrangements and school-based structures and processes.

Other relevant experience

Phillip has extensive experience of establishing and participating in complex governance arrangements. He is currently:

- A Director of Connexity Associates Limited, a company limited by guarantee.
- Chair of the Schools Commission of the Anglican Diocese of Grafton, responsible for oversight of the governance of the five Diocesan schools.
- A member of the Professional Standards Board of the Anglican Diocese of Grafton.
- A Director and Secretary of the Australian Rally Museum Incorporated.

In the past he has been:

- Chair of the NSW Rally Panel of the Confederation of Australian Motor Sport, responsible for the operational governance of rallying in NSW.
- A member of the National Rally Commission of the Confederation of Australian Motor Sport, responsible for policy making and regulation of rallying in Australia, and for the conduct of the Australian Rally Championship.
- A member of the Board of Bishop Druitt College in Coffs Harbour.