

Our mission is to
facilitate change,
in individuals and
in organisations



- PO Box 316
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- p 07 3371 2565

CV for Barry O'Sullivan

Detailed version

Full name: Barry John O'Sullivan

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Career summary: Leadership coach for the past 10 years with an expanding clientele in the public and private sector
Extensive experience in private sector advisory roles with over 20 years experience as a Big 5 partner.
Experience includes leading the Assurance Division of KPMG for the 6 years to 2001
Industry experience encompasses every sector of Australian industry.

Key skills and capabilities:

- Able to facilitate change in individuals and organizations
- Confident dialogue with diverse organizations at Director and CEO level
- Industry knowledge and experience spanning Transport, Energy, Construction and Property, Infrastructure, Information Communication and Entertainment, Consumer Products, Industrial Products, Health, Education and Banking and Finance.
- Marketing focus acquired from leadership role in KPMG Brisbane practice and interaction with key client organizations
- Corporate governance skills which are current, as evidenced by conduct of governance lunches and workshops for KPMG's assurance clients and outside groups and now in role as a coach of directors and boards
- Keen attention to risk management approaches

Employment history:

1 July 2001 – present:	Established own business Sustainable Change Leadership coaching Leadership workshops Facilitation
1995 – 2001:	Partner in Charge, Assurance and Advisory Division, KPMG Brisbane
1979 – 1994:	Assurance and Advisory partner, KMG Hungerfords, KPMG Peat Marwick and KPMG Brisbane
1976 – 1978:	Audit manager, Hungerfords Brisbane
1975:	Information Risk manager, Hungerfords Brisbane.
1967 – 1974:	Audit accountant, senior accountant and supervisor Hungerfords Brisbane

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Responsibilities: As Partner in Charge of the Assurance and Advisory Division of KPMG Brisbane for six years:

Ultimately responsible for the success of 80 to 100 people employed in the Queensland Assurance practice, encompassing marketing and selling, client satisfaction, quality of all processes, recruiting and training and at all times maintaining high morale within an extremely busy and focused team.

As client service partner:

The proactive advice on all business issues to CEO's of large and small organizations across a diverse range of industries and the attainment of a "critical sounding board" level of interaction with company chairmen.

As an audit engagement partner:

The attention to the assurance needs of a range of large and small companies, including regular interaction with CEOs and Directors on compliance and improvement issues with particular emphasis on risk management.

Achievements: Coached over 350 leaders in a 10 year period. Examples of the leaders coached:

- CEO of Public Company in Audiovisual industry
- Worldwide Vice President of Information Management of multinational energy company
- Director-General of a Government Department
- Head of major Queensland Government Agency
- CEO of Queensland's leading Urban Design company
- The 4 senior executives of a Public Company in the Software industry
- Australian Head of a worldwide Software Security organization
- COO of a leading Queensland organization
- Four Indigenous women leaders of four separate Indigenous major projects
- The Managing Partner and 3 other partners of a large Services organization
- Queensland Manager of an International Consulting organization
- National partner in charge of a product line for a Big 4 accounting firm
- President of the Queensland Chapter of a Professional organization
- Senior Manager in the Office of State Development
- School Principals in Education Queensland and the Anglican and Catholic school systems
- Information Technology Director for a Big 4 accounting firm
- An elite Sportsman (one of the highest achievers in his sport in Australia)
- Supply Chain Director for multinational mining giant.
- Technical Services Manager of a multinational Construction Company
- CEO of a national firm of quantity surveyors and project managers
- State Manager for NSW of a leading design company

Created a "critical sounding board" interaction with the CEO's of companies for which client service was provided from 1979 to 2001, enabling them to air business and people issues of great concern to them but for which they had no trusted reference point. This led to consistent independently obtained accolades given to the firm's managing partner of their delight with the trusted adviser relationship they experienced.

Simplified the analysis of financial results for directors of over 30 public companies in role as client service partner for KPMG, generating meaningful debate where superficial discussion previously prevailed.

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sustainable
CHANGE



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Transformed the 120 strong Assurance division of KPMG Brisbane from an uncompetitive and top-heavy group to a streamlined and contemporary team of 75 people in the space of eighteen months and went on to generate six years of first class financial performance.

An early challenge involved relocating 10 of the 18 senior managers into KPMG roles in other divisions, other offices in Australia and two into overseas KPMG offices.

Implemented successful business plans in 6 consecutive years for the Assurance division of KPMG, achieving productivity gains up to 5%, margin levels of 60%, a success rate of 100% in Quality Assurance six-monthly accreditation and consistent client satisfaction ratings of 4 or better (out of 5).

Pioneered the balanced scorecard concept in Australia for KPMG, involving all of the 80 team members of the Assurance division in Brisbane, guaranteeing buy-in to the simple but powerful action steps necessary to achieve successful outcomes.

Established and directed Australia's only price-controlled statutory bread authority from 1979 to 1991, communicating widely with diverse audiences including Ministers of the Crown, senior departmental officers, major retailers, major bread manufacturers, small retailers, country bakers, hot bread shop proprietors and many consumers and winning universal feedback of genuine and constructive understanding and insight. Sensitively managed difficult Human Resource scenarios over a 20 year period as HR Partner for the firm.

Inspired underperforming individuals to achieve excellence status with simple human encouragement and a genuine interest in their unique story. Examples in recent years include:

Launched and delivered an entirely fresh concept in team-building for over 400 people in the form of the KPMG Cup which involved every member of the firm and their families taking part in a highly organized yet wonderfully informal picnic sports event comprising a range of activities for all ages and abilities. In addition to generating a long afterglow of high morale within the firm, the positive feedback from family members astounded everyone in the firm.

Delivered a 2 volume report to a Parliamentary Inquiry based on an 8 week long investigation of financial dealings along with the support of 3 Queens' Counsel and 5 barristers, requiring 2 days' of evidence before a panel of 3 senior judges and crossexamination by the country's leading criminal lawyer.

Influenced 2 CEO's of major consumer product companies to embrace e-business by one on one training in e-business knowhow, resulting in the extension of this training to departmental general managers of these organizations and the acceleration of their path to e-business competitiveness.

Refocused an ailing St John Ambulance Queensland with the concept of genuine profitability in the role of Honorary Treasurer from 1992 to 1997, generating bottom line surpluses in six consecutive years and retaining sufficient cash flow to enable repayment of \$500,000 bank overdraft.

Excelled in technical learning from 1968 to 1975 culminating in achieving the highest marks for the Institute of Chartered Accountants Queensland in the final Professional Year of studies.

Contributed in diverse fields of activity in College years, displaying leadership skills in captaining school sporting and cultural teams as well as participating in the Cadet Corps and the College band. Achieved the distinction of Captain of the College in final year.

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- Keynote speaker roles:** Regular requests for keynote and guest speaker roles. Examples:
- Queensland Chapter of Coaching Psychologists, 2004
 - Far North Queensland Secondary Principals Conference, 2004
 - Association of Psychological Type, 2005
 - UQ Business School Postgraduate Association, 2005
 - UQ Business School Graduation, 2005
- Qualifications:** Fellow of the Institute of Chartered Accountants in Australia
Member of the Institute of Company Directors
Member of the International Coaches Federation
- Professional Development:** International Coaches Federation Conference, Australia 2002, 2003, 2005

Australian Association of Psychological Type Conference 2004 and 2006

New Zealand Association of Psychological Type Conference 2007

Risk Management – continuous training

Corporate Governance – continuous training

Avid student of business journals and contemporary successful leadership and business strategies

A range of non-technical courses such as facilitating, public speaking, negotiating, counseling and marketing
- Other information:** Honorary councillor of St John Ambulance Queensland, including roles over 12 years of Deputy Chairman, Treasurer and Chairman of Finance Committee

Excellent health

Wife, two adult sons

Active lifestyle including bushwalking and yoga and keen attender of sporting pursuits of Brisbane teams in national sporting competitions.

Former active sportsman at high level representing Brisbane in Baseball, Cricket and Soccer.