

Profile

Greg Smith NSW State Manager

Specialisations:

- Executive and Senior Management Career Transition
- Strategic and Operational HR Leadership
- Design and management of large scale Career Transition projects
- Executive Career Coaching

Experience & Clients :

After working in the Financial Services industry for over 10 years as a Human Resource professional Greg moved into the career management arena, where he has accumulated over 13 years of experience as a career management consultant and leader, working with executive, senior and middle management and white and blue collar workers.

Greg's focus has been to develop and maintain effective working relationships with customers and to ensure that day-to-day and project-based service levels have met or exceeded customer expectations.

Greg's experience includes some of Australia's largest down-sizing projects, for example the Department of Administrative Services (6000 staff impacted), AMP (reduced staff numbers by 25% over several months) and Coles (project managed notice to over 300 people in one day). Greg was also highly successful in managing a large-scale highly confidential project for a global FMCG company which required co-ordination across multiple CBD and regional sites and required him to get buy-in from multiple stakeholders including management, staff, shift-workers, business leaders and the local community.

Another major project that Greg has managed was for an iconic, global service organisation which closed down 60% of its operations in Australia. Greg successfully developed and project-managed the process from initial interaction with the customer, to partnering it in its development of action plans and delivery methodology, training managers and ensuring that they had effective change management strategies in place to deal with this project. This was the first time in its local history that it had retrenched employees. Owing to the large scale of its operational reduction there was intense media scrutiny. For these reasons it was essential that the project was executed without any difficulty or problems. Such was the success of Greg's intervention that he was inducted as an "honorary" member of the team!

Greg has also assisted managers across a range of industry sectors to manage the career development issues of their staff, allowing these organisations to effectively implement their talent attraction and management strategies.