



Dr. Paul Donovan
Owner and Director
the change company

Paul founded the change company in 1999. His mission is to change the conversation of leaders and their teams to help enable them to envisage then realise their purpose.

Paul specialises in working with senior executive teams, facilitating their conversation to enable the highest quality dialogue and the most effective decision making. That work often involves Paul assisting executives to examine individual and collective tensions as a means to achieve the richest possible learning. As a consequence, executive teams transform the leadership they offer to their organisations.

Paul has provided a range of tuition, facilitation and coaching services to organisations that include: First State Super, StatePlus, Mirvac, AMP Capital, Civil Service College Singapore, IQVIA, Lend Lease, Mundipharma Australia, Stockland Property Development Group, Cochlear Australia, The University of Sydney, Wentworth Community Housing, Novartis Pharmaceuticals, University of Wollongong Australia, Nestle Purina Petcare, Australian Institute of Management, TasNetworks, Thales Australia and many others.

In 2014 Paul's passion for transformational conversations gained international recognition with the achievement of his Doctorate and the publishing of several research papers in peer reviewed journals in his specialist area of "undiscussables" and their effect on senior executive team development and decision making. More recently, his work with Mundipharma Australia was shortlisted in the 2016 Australian HR Awards for Best Learning and Development program and Best Leadership Development program.

Paul has published several research articles in academic journals and has also written for management publications.

To view these publications please [visit Paul's LinkedIn Profile](#):

For more information about The Change Company please [visit our website](#)