



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.

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 is married with four children (some of them not really children any more).

For more information [visit our website](#)

Experience

Owner and Director at The Change Company **February 1999 – Present (19 years)**

We are a team of progressive, dedicated and talented communications' professionals on the leading edge of dialogue research and application.

Our vision is to increase the ability of people everywhere to engage in dialogue that delivers both commitment to action and genuine internal change. We believe facilitating new and more empowering conversations is one of the most critical requirements of leadership today.

As an organisational consultant, Paul has:

- Facilitated in excess of three hundred one day or multiple day team building sessions for senior and middle management groups throughout Australia. In each session the results include both empowering insight and practical strategies for more effective teamwork.
- Facilitated the development of team or organisational strategy for organisations that include, StatePlus, AMP Capital, Civil Service College Singapore, First State Super, Stockland Property Development Group, Cochlear Australia, Mirvac, Mundipharma,

Novartis Pharmaceuticals, Nestle Australia, Australian Institute of Management, TasNetworks, Sydney University, Wollongong University and many others. Each strategy included vision, mission, goals, measureable objectives, critical success factors, obstacles and practical initiatives.

- Delivered hundreds of single or multiple day training programs in the areas of giving and receiving feedback, coaching, group facilitation skills and building high performing teams.
- Facilitated key plenary sessions at the International Spirit of Humanity Peace Forum in Iceland 2013.
- Published in management journals and peer reviewed academic journals in his specialist area of 'undiscussables' and their effects in senior executive teams, their development and collective decision making.

Qualifications and Accreditations

- Accredited in Situational Leadership II (Ken Blanchard) 1998
- Accredited in Myers Briggs Practitioner 1999
- Accredited in Seven Habits of Highly Effective People (Stephen Covey) 1999
- 'Trainer as Educator' (Colin James) 1999; 'Trainer as Facilitator' (Colin James) 1999
- Accredited Trainer in Leadership Effectiveness Training (Dr. Thomas Gordon) 1999
- Process Oriented Group Facilitation Training (Max Schupback PhD.) 2000 onwards
- NLP Practitioner and Master NLP Practitioner 2002
- Accredited Deliverer of Team Management Index Systems 2001
- Accredited Deliverer of 'The Effective Facilitator' (Michael Wilkinson) 2004
- Master Trainer in Leadership Effectiveness Training (Dr. Thomas Gordon) 2004
- Accredited Practitioner in The Leadership Circle 360 Model 2010
- BSc. and M.App.Sc. from Sydney University
- Doctorate in Education from the UTS Sydney, Centre in Learning and Change, where he researched the effect of 'undiscussable' conversational topics on executive group decision making 2014

Publications

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

Peer reviewed journal and chapters in peer reviewed edited books;

1. PRACTICING POWER: UNDISCUSSABLES, POWER AND HRD (CHAPTER 7, P.176-198). 2015

Cambridge Scholars Publishing: Realising Critical HRD - Stories of Reflecting, Voicing, and Enacting Critical Practice. **Edited by:** Jamie L. Callahan, Jim Stewart, Clare Rigg, Sally Sambrook, and Kiran Trehan

We are thrilled to announce...We have won the Academy of Human Resources Development R. Wayne Pace Outstanding Book of the Year Award.

2. LEADERS BEHAVING BADLY: USING POWER TO GENERATE UNDISCUSSABLES IN ACTION LEARNING SETS. 2014

Taylor & Francis: Action Learning Journal, Volume 11, 2014 - Issue 2

3. BEYOND UNDISCUSSABLES? WHY SURFACING UNDISCUSSABLES IN WORKING GROUPS IS MORE IMPORTANT THAN EVER. 2013

ICBM 6th International Colloquium on Business and Management (ICBM) - Conference Paper

4. 'I THINK WE SHOULD TAKE THIS OFFLINE ...': CONVERSATIONAL PATTERNS THAT UNDERMINE EFFECTIVE DECISION MAKING IN ACTION LEARNING SETS. 2011

Taylor & Francis: Action Learning Journal, Volume 8, 2011 - Issue 2

Management Journals

1. How to be Part of the Executive Decision Making Team. 2009
2. Executive Games. 2009