

Liz E. Mellish EdD

Dr Elizabeth Edna Mellish
MELLISH & ASSOCIATES
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Date of Birth: 31 October 1956

EDUCATION

2001 DOCTOR OF EDUCATION "Appreciative Inquiry at Work" Centre for Leadership, Management and Policy Studies. School of Professional Studies, Queensland University of Technology.

1994 MASTER OF EDUCATION (LEADERSHIP) "Beyond Collaborative Individualism" Queensland University of Technology.

1978 HONOURS IN PERSONNEL MANAGEMENT : Top Student
Wits Graduate School of Business Administration, Johannesburg

1977 BACHELOR OF ARTS Public Administration, Psychology, History
University of Cape Town

PROFESSIONAL ASSOCIATIONS

- Institute of Management Consultants, CMC, FIMC, past Federal President
- Australian Human Resources Institute
- Industrial Relations Society
- European Foundation of Management and Development
- HRH The Duke of Edinburgh's Sixth Commonwealth Study Conference
1986: Managing Change in an Industrial Society, Group 16, Member

BOARD POSITIONS

2001- 2006 Member, University Council, Queensland University of Technology
2002- 2005 Board Member, Zonta Club of Brisbane North
2002- 2003 Advisor, Sports Medicine Australia (Qld Branch) Board of Directors
1999- 2002 External Director, Corporate Governance Board, Queensland Department of Main Roads
1999- 2002 Councillor, Children's Council, Creche and Kindergarten Association Queensland
1996-1999 Federal Councillor, Institute of Management Consultants, Australia
1998-1999 Council Member, International Council of Management Consultant Institutes
1996-1998 External Board Member, Performance Monitoring Board, Department of Natural Resources
1994-1995 External Board Member, Centre of Leadership Excellence, Queensland Education Department

CONSULTING COMPETENCIES

- **CORPORATE CHANGE** Organisational change management, Corporate Governance, Appreciative Inquiry, Strategic and Business Planning, Partnering, Program Evaluation, Team Leadership, Communication, Career Development, Management Skills, Leadership Development, Professional Leadership, Mentoring, Group Dynamics, Facilitation, Change Management, Gender relations
- **POLICY DEVELOPMENT AND EVALUATION** Organisation Review, Stakeholder consultations, Community Engagement, Performance Standards, implementation processes, managing transitions and evaluating improvements
- **EDUCATION and TRAINING** Leadership, Management and Team Leader Development
- **FACILITATION** Boards of Directors, Executive Coaching, Strategic and Business Planning for government agencies, corporate, community and mixed groups
- **STAFF DEVELOPMENT** Project Management, Contract Management, Mentoring skills, Industrial Relations, Staff Selection, Negotiating Skills, Telephone Marketing, Career Counselling, Customer Service, Safety Communications for Supervisors, Redeployment Workshops, Managing Transitions
- **DIVERSITY MANAGEMENT** Review of Employment Policies and Practices, Policy Development, EEO Management Planning and Performance Monitoring, Ethics

CONSULTING EXPERIENCE

Some major projects which have contributed to Liz's expertise include:

- Developing and leading **VISION and VALUES** workshops as part of a large scale change process to develop Carlton United Breweries and the Fosters Brewing Group as a **Lead Enterprise** in Australia and worldwide.
- Designing and implementing **LEADERSHIP and PERFORMANCE MANAGEMENT** programs to improve management productivity in the airline, banking, hospitality, manufacturing and newspaper industries.
- Designing and leading **CHANGE MANAGEMENT** programs across a range of public sector agencies including organisational review, commercialisation, downsizing, redeployment support and developing new models of service delivery
- Designing and leading **SPECIALIST TRAINING** programs, tailored to meet specific client needs e.g. **CORPORATE GOVERNANCE** in the Public Sector for Women, **PROJECT MANAGEMENT, POLICY DEVELOPMENT and ETHICS** workshops
- Improving **PRACTICE MANAGEMENT** techniques for consulting, professional service firms, medical, dental, engineering and physiotherapy practices.
- Designing, developing, co-ordinating, facilitating and reviewing **MENTORING PROGRAMS** including the QCCI Enterprising Women Mentoring Program and Youth Arts Program, Treasury and Department of Premier and Cabinet, Queensland
- Developing **LEADERSHIP SKILLS** of executive teams in the higher education, public and private sector. Leading presenter on **PUBLIC SECTOR MANAGEMENT** course.
- Facilitating **STRATEGY AND PLANNING** workshops and **PROGRAM EVALUATION** work for Commonwealth and State public sector departments.
- Design and delivery of **WOMEN IN LEADERSHIP** programs, including Griffith University, QUT and Central Queensland University and Commonwealth W.I.M. programs
- Uses an appreciative consultation approach to assist with major **RESTRUCTURING PROCESSES** and **CULTURAL CHANGE** programs. Facilitated the amalgamation of seven schools into one new Faculty in the higher education sector.

MELLISH & ASSOCIATES CLIENTS INCLUDE:

Corporate

- ANZ Banking Group
- Boulderstone Hornibrook Consulting Engineers
- BlueScope Steel
- Boeing Australia Limited
- Energex Ltd
- Fosters Brewing Group
- Incitec Ltd
- QANTAS Airways
- Virgin Blue
- Young Presidents Organisation (YPO)

Statutory Authorities

- Queensland Performing Arts Council
- Queensland Theatre Company

Government

- Brisbane City Council, Gold Coast City Council, Sunshine Coast Regional Council, Moreton Bay Regional Council
- Centrelink
- Department of Emergency Services
- Department of the Premier and Cabinet
- Department of Child Safety
- Department of Families, Housing, Community Services and Indigenous Affairs
- Department of Natural Resources and Mines
- Department of Justice and the Attorney General
- Department of Communities and Disability Services Queensland
- Department of Local Government, Planning, Sport and Recreation
- Department of Education, Training and the Arts
- Environmental Protection Authority, Queensland and NSW
- Great Barrier Reef Marine Park Authority
- Institute of Public Administration Australia
- Medicare Australia
- National Native Title Tribunal
- New South Wales National Parks and Wildlife Services
- Public Sector Management Program
- Queensland Health
- Queensland Treasury
- Queensland Studies Authority

Higher Education

- University of Queensland
- University of Technology Sydney
- Griffith University
- Queensland University of Technology
- Queensland Universities Library Office of Co-operation (QULOC)

Professional

- Australian College of Veterinary Scientists
- Project Management Institute

Community and Management Organisations

- Queensland Aboriginal and Islander Health Forum
- Aboriginal Community Controlled Health Service Mackay
- Self Help Queensland Inc

ARTICLES AND CONFERENCE PAPERS

Mellish, L (2007) Applied Appreciative Inquiry – **Small Book series**, (3rd edition Platypus Press, Brisbane)

Mellish, L (2007) – www.aileadership.com – On-line learning modules in Appreciative Inquiry:

Mellish E (2006)– BOOK REVIEW - Reframing Evaluation through Appreciative Inquiry (2006), Preskill H., Tzavaras Catsambas T., Sage Publications

Mellish, L (2005) **SOAR versus SWOT – Appreciative Inquiry and strategic change**, Presentation Appreciative Inquiry On-line conference April

Mellish, L (2003) **Can we change the way we change?** Key note address Action Learning Action Research and Process Management (ALARPM) International Conference, Pretoria September

Mellish, L and Radford, A (2001) **Appreciative Inquiry: Building on Strengths in your organisation**. International Guide to Management Consultancy, London, Kogan Page

Mellish, L (2001) **Professional Leadership** Key note address to National Conference of Senior Rehabilitation Consultants, Commonwealth Rehabilitation Service, Australia, Sydney: February

Mellish, L (2000) **Appreciative Inquiry at Work**, unpublished doctoral thesis QUT

Mellish, L (1999) **Ap-pre'ci-at-ive In-quiry** Cover article UK Training Journal Nov

Mellish, L. (1997) **Progressive reflections on Doctorate of Education research: An appreciative inquiry into organisational change and consultancy practice** Poster session presented at The Australian Association for Research in Education Conference December Brisbane

Mellish, L. (1998) **A case study of appreciative inquiry in an Australian University** Chapter 2, Lessons from the Field - Applying Appreciative Inquiry edited by Sue Annis Hammond and Cathy Royal, Practical Press, Plano, Texas

Wilson, S., Macqueen, J., Mellish, L. and Rosenfeld, P. (1996) **Taking the plunge: Being the guinea pigs in an alternative EdD programme at QUT** Higher Education Research and Development Association Conference August Toowoomba

Mellish, L and Limerick, B (1997) **Reclaiming our imaginative competence** Paper presented at Australian Human Resources Institute National convention May Brisbane