

**stoke**  
CONSULTING

# Capability Statement



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## Ambitions to Outcomes.

With over 250 years of combined management experience, we work with you and your business leaders to convert ambitions into practical, improved business outcomes.

Stoke Consulting develop and help deliver practical, aligned and sustainable outcomes for our clients through facilitation, coaching and challenge.

Working with Stoke Consulting will help you to build businesses and teams that are clearly aligned through priorities, accountable to delivery of their objectives with an improved ability to lead and manage.

Our supporting tools include Human Synergistics's Lifestyles Inventory (LSI)\* and One Page Business Plan (OPBP)\*\*.

# What we do



## Executive Coaching

As a leader within a growing organisation, it can be challenging to balance day-to-day responsibilities with your own personal and professional growth. This is where executive coaching can be incredibly valuable. It's a personalised approach to leadership development that helps you identify areas of growth, build on your strengths, and achieve your goals.



## Strategic Business Planning

Maintaining focus on strategic objectives is a challenge and a common downfall for many ambitious organisations. Strategic planning is a critical process that helps you to define your organisational goals, priorities, and overall direction.



## Leadership Development

By cultivating leadership excellence, teams thrive and organisations prosper. Leadership development helps to create a culture of responsibility, accountability and initiative – crucial for organisations with growth in their sights.



## Business Assessment

Business Assessment involves understanding and then optimising the enterprise value of your business by maximising value creating opportunities and minimising business risks. The scope could be a long-term, whole-of-business approach, or a narrower development of investment business cases. Together we can unlock your organisation's hidden potential.



## Project and Change Management

Taking on large-scale change can be overwhelming and risky. Whether it's commercialising a new innovative product or repositioning your business, effective project and change management is crucial for success. It can quickly descend into something resembling herding cats without due focus.



## Digital Transformation

While it's quite the buzz phrase, at its core, digital transformation is about aligning technology that supports your people in executing processes, to better deliver organisational goals and objectives. Done well, it will fundamentally improve the way you operate and how you deliver value to your customers.

# Who we are



## Ken Davis

Ken's senior line and consulting exposure has spanned many decades in metals and automotive manufacturing and distribution, oil & gas and IT services in national and international roles. Ken has delivered direct accountability for effective change strategies, program execution and continuous improvement and innovation in Australia and internationally.



## Philip Nagle

Philip moved into General Management via domestic and international project and operations management. Heavy manufacturing, construction, distribution and wholesale, SME, energy, rail and healthcare are all areas where Philip has consulted to design & implement projects, improve business processes and develop people.



## Kevin Wallace

Kevin guides business leaders through their toughest challenges to achieve their goals. With a deep understanding of organisational issues & a broad business knowledge base Kevin is a valuable external asset to any team. His talent for deep listening helps him uncover root causes & develop tailored solutions. Kevin thrives on complexity and brings proven concepts, applied experience, & personalisation to every project.



## Osman Bahemia

Osman works with businesses to develop & implement strategies for growth & effectiveness. Osman has worked in a variety of industrial sectors including aviation, mining, asset management, transport and marketing. His skills in operational effectiveness, strategy development, leadership development and change management propel significant growth and efficiency improvements in medium to large organisations.



## Chris Read

Chris gets to the heart of complex business situations, developing effective business strategies and implementing solutions for teams of all sizes. Chris' wealth of experience in leading teams (to 800+ employees) and delivering step change business growth means Chris can effectively coach business leaders to accelerate their personal development and achieve improved business outcomes.



## Rod Wallace

Previous line management roles (Supply Chain, Customer Service, Logistics, Sales Management) in SME businesses through to large companies have underpinned Rod's success with a variety of clients. Key solutions in previous engagements have included Project Management, Business Improvement programs, Facility Development and Relocations and Company Governance.

# Who we are



## Neil Gatenby

Neil's extensive knowledge and experience with emerging technologies enables him to deliver innovative solutions that solve real-world problems and create transformational, new opportunities. With experience across a wide range of industries, Neil successfully leverages his insights and strong ability to contextualise to deliver real changes to his clients.



## Veronica Williamson

Veronica's executive leadership skills and broad experience puts her in a great position to help your business deliver on key business goals. Her ability to draw on strategic insight and innovative thinking to tackle financial and operational challenges whilst supporting business leaders through their execution and change processes, is Veronica's strength.



## Dan Kery

Drawing from a successful executive career across engineering, sales, planning, management recruitment and operations management, Dan brings insightful and diverse thinking to help clients. Coaching leaders in globally recognised methods of decision making, problem solving, priority alignment and project management, he has a knack for enabling the truly best ideas to move from ambitions to outcomes.



# Executive Coaching

Whether you're an individual leader or a team of leaders looking to advance, our executive coaching services are tailored to your unique needs and goals. As trained and qualified professional coaches, we can offer a fresh perspective on leadership styles and approaches, helping you to improve your communication skills, decision-making abilities, and values prioritisation.

Think of it as a safe and confidential space to explore your own strengths and weaknesses, ask questions, and receive honest and constructive feedback, from someone who can share the scars and stories from our own decades of general management experience.

**To view our Case Studies visit:**

[www.stokeconsulting.com.au/what-we-do/case-studies](http://www.stokeconsulting.com.au/what-we-do/case-studies)

## Benefits

- Achieve your business goals
- Become a more effective leader
- Accelerate yours and your team's development & performance
- Increase employee engagement & retention
- Better manage your stress
- Build your confidence & advance your career
- Increase trust, accountability & productivity



# Strategic Business Planning

Starting with a shared understanding of the organisation's mission and vision, ensuring that everyone is aligned around common goals, strategic business planning is essential for growing organisations to build a strong foundation for long-term success.

Using proven frameworks and our collective experience of having created and implemented hundreds of successful business plans, we can help you gain clarity around decision-making, prioritise initiatives and allocate resources effectively.

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## Benefits

- Find and hold your focus
- Formalise a clear direction
- Become proactive rather than reactive
- Identify and prioritise opportunities
- Mitigate business risks
- Achieve organisational goals
- Track your progress to your goals
- Formalise decision making
- Increase profitability and market share



# Leadership Development

Investing in leadership development is more than just identifying and nurturing emerging leaders or facilitating growth for current leaders. It's about locking in talent to create a competitive advantage and demonstrate a focus on your organisation's most important asset – your people.

With Stoke, you can tap into our decades of real world experience in leading, establishing and developing high-performing teams. Using the latest leadership tools, we can help you ignite your team's performance.

## Benefits

- Clarifies leader's purpose
- Create engaged and high-performing teams
- Step change in leadership capability
- Inspire stakeholder trust
- Align business systems
- Unleash talent
- Find and hold your focus
- Track your progress to your goals
- Formalise decision making
- Increase profitability and market share

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# Business Assessment

Business Assessment involves understanding and then optimising the enterprise value of your business by maximising value creating opportunities and minimising business risks. The scope could be a long-term whole-of-business approach or a narrower development of investment business cases.

With fresh eyes, objectivity and a pragmatic approach, Stoke can help you to make informed decisions about strategic investments and maximise the return through a smooth and productive implementation. Together we can unlock your organisation's hidden potential.

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## Benefits

- Maximise enterprise value of organisation
- Pragmatic due diligence collection
- Identify drivers of business value and dilution
- Independent interface for acquisition negotiations
- Achievement of business goals
- Strategic plan development & implementation
- Build trust with stakeholders

# Project & Change Management

Good project management can save you time, money, and resources while ensuring that you achieve your goals. The bandwidth and skillset to deliver this is not always available in-house. Having an external project manager who is available, adaptable and department-agnostic, keeps the focus firmly on delivering the right outcome.

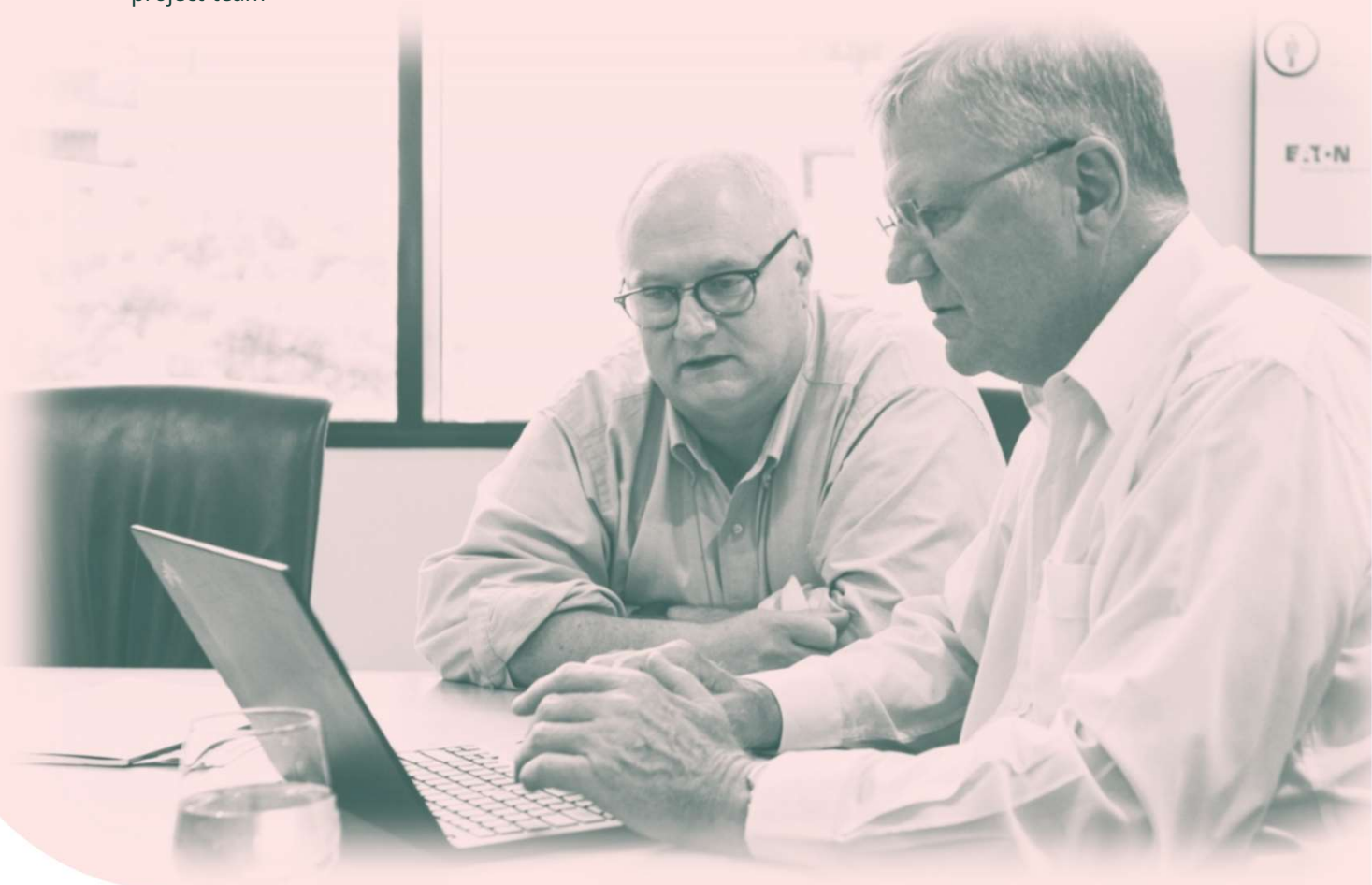
At Stoke we pride ourselves on our annoyingly meticulous planning and attention to detail – exactly what we know you need with projects of high pressure, high importance and high stakes. Let us help you from scenario planning to business case development to commercialisation.

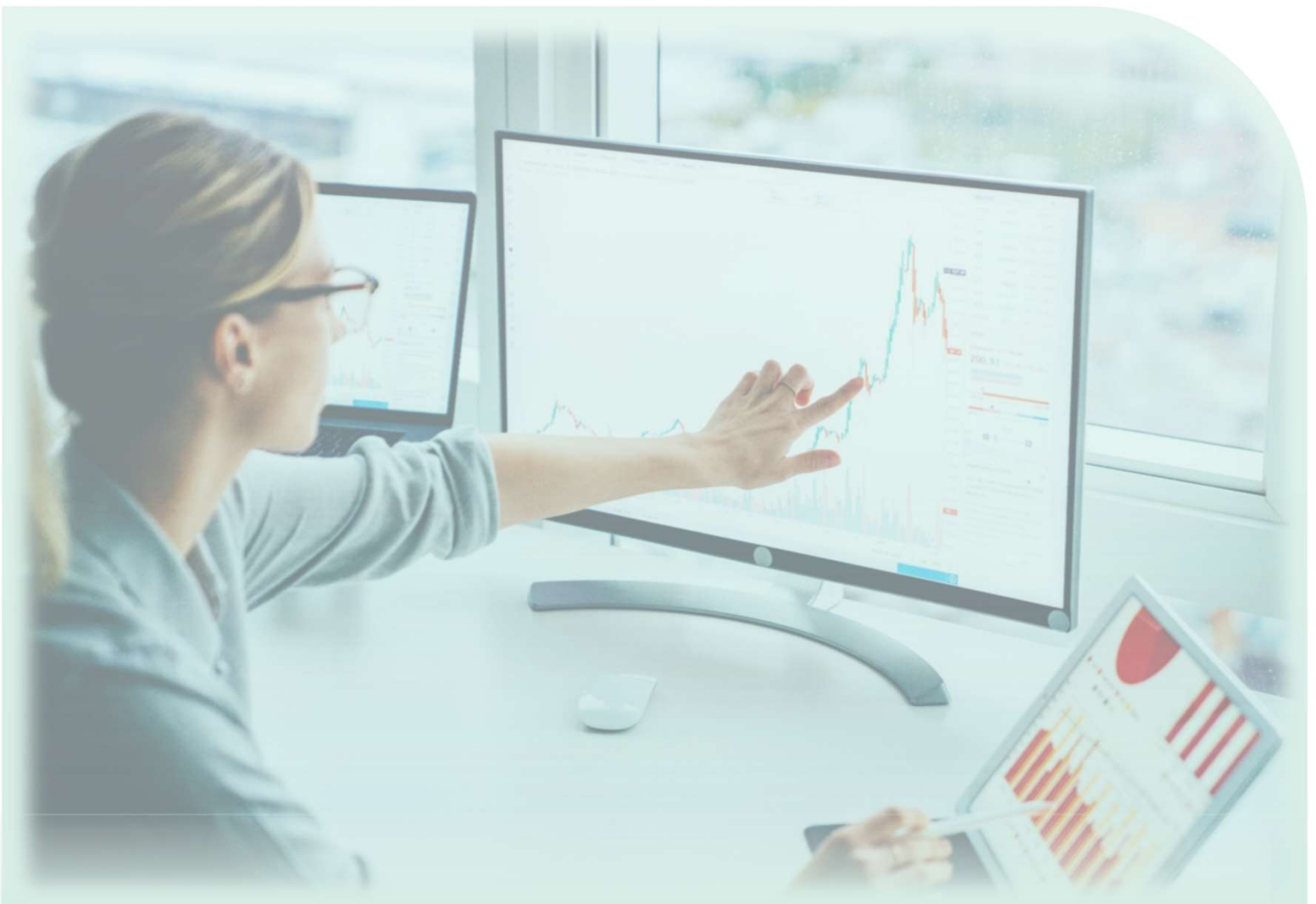
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## Benefits

- Deliver projects on time and on budget
- Successfully scale up from pilot to commercial scale
- Identify & prioritise channels to market
- Secure reliable suppliers
- On-demand resource who can flex with variable business requirements
- Systematic approach using professional change processes
- Maximise success and acceptance of projects
- Work with leader who can guide and support the wider project team





# Digital Transformation

Digital transformation unlocks your ability to level the playing field with larger competitors, by increasing your agility, efficiency and responsiveness. It can help your organisation adapt to changing market conditions, drive innovation, and take advantage of new opportunities in rapidly evolving industries.

If you're feeling constrained by your existing systems (or lack thereof) or are unsure about where you'd even start, we can help. Take the fear factor out of change with our highly skilled consultants helping you navigate your transformational journey.

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## Benefits

- Broad awareness of available technologies to help solve a multitude of problems
- Objective assessment of suitability and viability of solutions
- Alignment with organisational capabilities
- On-demand resource who can flex with variable business requirements
- Systematic change approach using professional change processes
- Building internal leadership capability to manage transformation
- Get clear on your real return on investment

# stoke

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Operating globally

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