



SENIOR HUMAN RESOURCES PRACTITIONER SPECIALIZING IN LEADERSHIP, CHANGE, CULTURE, IR AND OD

Tammy Tansley Leadership and Workplace Culture provides organisations with pragmatic and practical advice and support around leadership, high performing teams, culture and workplace change.

Tammy also provides leadership coaching to leaders and teams.

Tammy has over 30 years of experience across a range of organisations and sectors including fast moving consumer goods, distribution and manufacturing and the public sector. Her background includes Workplace and Industrial Relations, Leadership, Organisational Development & Change, and HR Business Partner responsibility in Australia and overseas.



EXPERTISE

- High Performing Team development, design and coaching
- Individual leadership coaching and support
- Facilitation and training skills
- Consulting and change management to support business and cultural change
- Development and implementation of Workplace Relations & IR Strategy (including EA negotiation) Developing vision, strategy and supporting OD
- Organisation wide downsize, restructures, outsourcing
- Due Diligence: merger and acquisition & integration
- Development and implementation of end to end people platforms
- Engagement, retention and attendance strategies
- Investigations (culture/bullying and harassment)

SPECIFIC INDUSTRY EXPERIENCE

- Mining/Energy
- FMCG/Manufacturing/Logistics/Distribution
- Not for Profit: AOD/Disability/Youth/Education
- Public Sector: Health/Tourism/Justice/Police/Local
- Finance/Legal/SME various industries

PROFESSIONAL

- People, Performance and Culture Committee– Dieticians Australia Board 2023 -
- Committee member – ECU Management Course Consultative Committee 2023 -
- Judge – Telstra Best of Business Awards 2021-
- Judge – Telstra Business Womens' Awards 2011-2018
- Judge – Telstra Business Awards 2015-2018
- Board Member – Dismantle 2021- 2023
- Board Member and Founding Member – POOPs (WA)
- Ambassador – Mental Health Check In
- Chair and Board Member – Richmond Primary 2016-2019
- Board Member – Bridging the Gap 2015-1 HALO 2013-14
- Board Member – Food Industry Training Board

MEDIA

- ABC Tasmania Drive segment contributor
- Sunday Times and Perth Now Columnist (2017/8)
- Regular commentator in media (radio, press, TV)
- Channel 9 news contributor
- Wide range of published articles in West Australian, the Australian, HC Online, HR Director, Human Capital and other publications.
- See: <https://www.tammytansley.com.au/pressroom/>

RECENTLY PUBLISHED BOOKS

- Enterprise Agreements – Made Easy (Published in 2016 with Rachael McGann)
- Do What You Say You'll Do - A book for new leaders and those reinventing their leadership style (Published in 2015)

QUALIFICATIONS

- Charles Sturt University – Master in Social and Organisational Leadership (current)
 - Charles Sturt University – Post Graduate Diploma in Organisational Coaching and Leadership
 - Neuroscience Academy - Certificate in Neuroscience and Neuroscience Coaching Network
 - University of Penn – Foundations of Positive Psych
 - Curtin University – Bachelor of Business (HRM and Industrial Advocacy)
 - IECL Coaching Qualified (individual and team)
 - ICF Accredited -PCC
 - Hogan Accredited - Personality Profile, Teams, 360
 - PROSCI Change Management Qualified
 - HBDI and Extended Disc Qualified
 - Lominger Leadership & Team Architect Qualified
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EXAMPLES OF ACHIEVEMENTS

- Key lead in an OD & cultural change programme within Royal Mail resulting in saving of \$240million in year one
- HR Lead for \$50million organisational efficiency programme
- Key HR advisor and lead on multiple insourcing, outsourcing & organisational restructuring projects
- Key HR lead on multiple strategically sensitive M&A projects
- Development and implementation of Workplace Relations Strategy resulting in significantly better negotiated outcomes and higher employee productivity and manager engagement
- Design and implementation of High Performing Team Model to align matrix structure with business goals
- Design of coaching interventions to support two leadership teams (each with 5,000 employees)

EXPERIENCE

- **2023- Current** – Neuro Nudges – Director
- **2010- Current** – Tammy Tansley Leadership and Workplace Culture – Principal
- **2017- Current** – Tammy Tansley Investigations - Principal
- **2015-2017** – Help Me HR - Director
- **2006-2010** - Fonterra – Manager, Organisational Development & Workplace Relations (ANZ)
- **2006** - Commonwealth Games – Workforce Manager (Vic)
- **2004-2006** - Royal Mail Letters – National Employee Relations Manager (UK)
- **2003**- Chartered Institute of Personnel and Development (CIPD) – Project Manager (UK)
- **1996 – 2003** - National Foods (Lion) – National Employee Relations Manager (Aus) & Human Resources Manager (Vic/Tas & WA)
- **1993-1996** - Health Department of WA – Industrial Officer & Executive Officer for Nurses’ Pay Dispute (WA)
- **1992** - Edith Cowan University – HR Officer (WA)

CURRENT AND RECENT PROJECTS

- Coaching and development of strategy team within high profile public service agency
- Development of “what is culture” strategy for high profile public sector agency
- Development of leading edge year long leadership and mentoring programmes for a well known FMCG business
- Development of coaching and other development programmes for a number of State Govt departments
- Culture reviews for a number of well known WA organisations
- Coaching of senior executives in a number of diverse organisations, private and public sector
- Mentoring HR Managers within a number of organisations
- Development and implementation of cultural change management programme for an iconic WA business
- Development of people practices and cultural change programme for Not for Profit (WA)
- Development of high performing team programme for Oil and Gas sector
- Review of structure and people capability to support strategy and vision for a key WA NFP
- Development of employee opinion survey strategy for a number of key WA companies
- Development and implementation of people practices platform for fast growing services company (WA)