

Les Croft

Professional Affiliations

- ◆ Member – Australian Institute of Management
- ◆ Member – Australian Human Resource Institute

Education

- ◆ **B Eng (Mech) (Hons)** 1972
- ◆ Certificate IV Assessment and Workplace Training 2001
- ◆ OHS Auditor Course 2004

Employment History

*2000 to Present - Principal Consultant, **LW Croft and Associates***

A consultancy specialising in organisational effectiveness. Organisational effectiveness focuses on creating the right structure, roles, accountabilities and authorities within an organisation. Recent projects have included:

- ◆ Writing and presenting training modules on Organisational Development Theories and Models;
- ◆ Coaching supervisors and leaders in the application of leadership systems;
- ◆ Co-presenting leadership and team membership development programmes;
- ◆ Reviewing the safety behaviour of leaders at three operating sites;
- ◆ Developing team membership principles;
- ◆ Auditing the performance of a key people system on Fair Treatment;
- ◆ Reviewing and updating a Work Performance Review system;
- ◆ Surveying safety culture at an operating site;
- ◆ Facilitating workshops on 12 hour shift improvements;
- ◆ Advising on succession planning methodologies;
- ◆ Developing a matrix of required competencies and training needs;
- ◆ Facilitating the implementation of Occupational Health Standards across a multi-site organisation.
- ◆ Providing personal leadership coaching to line leaders.
- ◆ Conducting leadership skills workshops..

*1989 - 1999 – Principal Consultant – Improvement **Rio Tinto Coal** (previously known as Pacific Coal PL and CRA).*

- ◆ Co-presented Pacific Coal's Leadership Program which was a significant contributor to the change in leadership behaviour across the Business Unit.
- ◆ Conducted background research and analysis for and contributed to the re-negotiation of contracts for rail freight service for 2 mines and port user agreements at the Dalrymple Bay Coal Terminal. This included investigating the NCP Agreements for opportunities available to improve the rail freight and port charges.
- ◆ Contributed to a joint working group between Queensland Mining Council and Queensland Rail Network Access Unit (QRNA) to review the Draft Rail Access Undertaking prepared by QRNA for submission to the Queensland Competition Authority. The outcome was a greater degree of common understanding in the approach to managing third party access to the Queensland Rail system.
- ◆ Conducted initial design, then audit and amendment of Pacific Coal's Performance Assessment System.

*1981 - 1989 – Assistant to Manager Potlines– **Tomago Aluminium Smelter***

*1969 – 1981 – **BHP / John Lysaght***