

Meet Roderick

Roderick Cross MN, MEd, CAHRI.

Director- START Consultants

Background

As Director and owner of START, Roderick draws on more than thirty years of clinical, professional and educational experience working with multinational commercial organisations and government across three continents. Roderick has held senior positions and led major reform in HR, performance and reporting, business renewal, organisational development and change management.

Having experienced and observed some of the best and less than ideal leadership in action at the highest levels in the Public, Private and NFP sector he was drawn to contribute to development of leadership effectiveness and potential as his contribution to making a difference for individuals, teams and whole organisations. That is why he invested in START – as a values driven consulting, organisational development and people capital practitioner firm who partner with you to leverage the five elements that are the drivers of organisational performance, leadership excellence, and successful change. The five interconnected and dependent elements (and acronym of START) Strategy, Team & Talent, Alignment & Agility, Resilience and Transformation.

Roderick has experience of working with a broad range of industry clients, including mining, pharmaceutical R&D, health, education, export and trade. This has provided him with an understanding of business, client management, strategy and the importance of leadership and culture. Holding senior roles in major hospitals, a number of government departments and private industry formed his expertise in managing major reform programs and facilitating stakeholder engagement processes to effect innovative outcomes in complex and challenging contexts.

He works with CEOs and senior executive teams from industry, health, education and engineering, mining and commercial sectors to achieve high performance outcomes - using creativity, innovation and research to design solutions that deliver sustained results.

His consulting, facilitation and coaching focuses on ***strategy, organisational culture, resilience & agility, adaptation & change, innovation, team climate dynamics & performance, leadership & talent development and people engagement.***

START has a network of associates who partner with START to meet any assignment scope and scale, who have a shared passion to support people at all levels to reach their potential, keep healthy and be as effective as possible.



Qualifications:

- Masters of Education
- Bachelor of Teaching
- Graduate Diploma Nursing
- Masters of Nursing

Certifications:

- Certified Professional Australian Human Resources Institute
- Lifetime Accreditation Human Synergistics' full suite LSI, GSI, LI, OCI/OEI
- The Leadership Circle- LCP, ME & Leadership Culture Survey
- Climate Change for Teams
- Lominger Leadership Architecture & Lominger Voices 360
- Myers-Briggs Type Indicator (MBTI) and MBTI Coach
- Fundamental Interpersonal Relations Orientation - Business (FIRO-Bus)
- Experience Innovation & Change
- 9 Conversations in Leadership

Coaching Specialisations:

- Advanced Certificate Executive Coaching (ICCP)
- Professional Certificate of Executive Coaching (ICCP)
- Linda Sharkey Coaching program
- ACT Advanced Certificate and ACT in Coaching

Key Expertise:

- Strategic positioning, alignment & planning
- Executive Leadership Development
- Teaming- dynamics & engagement
- Design thinking & innovation
- Organisational Development & Culture
- Strategic Stakeholder Engagement
- Business Renewal and Change Management

Example Scope of Assignments:

- 18 month leadership program including coaching for the top 20 executive team
- Vision & Values for an organisation of 3000
- Emerging Leader program for 250 participants of a major health group