

Our Partners

Phillip Ralph MSc, BSc CAHRI.
START Consultants Partner



Background

Phil is the founder of The Leadership Sphere. He has a passion for working with senior leaders and teams to achieve high levels of individual, team and organisational performance. The approach adopted brings together a strong systems approach with proven personal transformational processes. He also brings a diverse range of commercial, government and senior corporate experiences. He is considered a thought leader in leadership development.

Prior to founding The Leadership Sphere, Phillip spent six years with the highly successful and innovative ANZ cultural transformation program called Breakout, where he was the Head of Consulting and Facilitation. Initiated by the CEO, John McFarlane in 2000, Breakout has been widely acclaimed as one of the best examples of a successful cultural transformation program in the world. His approach is definitely not 'one size fits all' and instead uses a contextual approach – and importantly, one that optimises results for the client. His strengths are working with leaders and senior teams who need to gain increased clarity about where they are, where they want to go, and how to get there. He also enjoys training and mentoring facilitators to produce outstanding results for clients.

Phillip has written or contributed to four books, his fourth book, due to be published in May is called The Development Revolution: The Next Wave of Workplace Learning.

Elizabeth Hughes BA, BBus, MHR.
START Consultants Partner



Background

With over 25 years experience and extensive knowledge in talent management and organisational development, Elizabeth established the Mindful Executive in 2015.

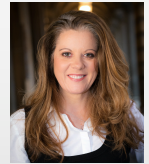
A collaborative, authentic and results-orientated business leader, Elizabeth's role prior to establishing her business The Mindful Executive was Director of Hudson's Talent Management business in Queensland. Here, she led teams of consulting organisational psychologists and career transition specialists.

Elizabeth previously held senior roles in corporations in Australia and overseas. She has worked across a range of sectors including energy, resources, construction, retail, professional services and more recently the public sector.

Her executive coaching leverages this diverse experience in corporate HR, leadership and consulting roles and she thrives on coaching executives and leading teams to successfully navigate the complex and diverse challenges of today's environment.

Elizabeth is also a member of a number of not-for-profit boards including LifeTec Queensland.

Margot Andersen BEd, MBus
START Consultants Partner



Background

Margot Andersen is the owner and principal consultant of talentinsight Australia, a management consultancy specialising in the optimisation of careers, performance and business workforce planning solutions. Committed to ensuring that both individuals and organisations are well equipped to handle the ever-changing landscapes of today's workplace, she believes that we need to take a fresh look at how we manage our careers and workforce planning solutions in order to future proof our success.

As an experienced business leader, workforce-planning specialist and executive mentor with global consulting experience, Margot works with organisations to engage and develop managers and leaders to improve their operational strength, performance and agility. Assisting organisations to create and leverage potential opportunity and capability, she is a firm believer in creating practical frameworks that drive leadership excellence, high performance and align business needs with individual ambition.

Margot's consulting experience spans a broad range of industry including retail, FMCG, energy, resources and financial services in both private and commercial structures. She works with CEO's, executive and senior leadership teams to ensure they have the right people in the right place at the right time.

Margot is a regular contributor to the CEO Magazine and numerous other online and print leadership publications.