

PROJECTS

Kandie has been providing a range of organisational consultancy services from her base in Canberra over the past fifteen years and prior to that in North Queensland. Activities range from researching and developing proposals to influence government policy to facilitating consultation and policy implementation workshops to developing teams and working with organisations on matters of governance. She also provides research and evaluation services around particular client service issues for organisations. Examples of her completed projects include:

Policy / Proposal Development

2012	Allied Health Professions Australia – National Alliance for Self-Regulating health professionals – Project Consultant <i>Mapped the self-regulated professions against the NRAS; drafted the framework and model of authorised self-regulation of Australian Health practitioners' proposal; prepared stakeholder analysis and draft briefing documents. Proposal to be provided to AHMAC March 2012</i>
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Consultation Facilitation

2011	NSW Health Department <i>Facilitator, Executive forum SFE implementation in all LHD's</i>
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Change management

2010-2011	Led development of Australian College of Social Work – AASW
2010	Led campaign to reverse Commonwealth Better Access Budget decision - AASW
2009 – 2011	Led development of new Human Resource Management, Occupational Health & Safety, board of directors' governance policies - AASW
2009	Website development & web-based membership management project – AASW (Leadership & decision making role, supervised project manager)
2008	Designed and delivered organisational restructure – AASW
2007	ACT Dept of Justice and Community Safety Facilitated <i>change management</i> program – VSS, OVCC towards VSA <i>Research</i> with women who had experienced ACT justice agencies following recent rape
2006 – 2007	Families and Community Services Housing and Indigenous Affairs Individual executive coaching EL1, EL2 and acting SES1 staff - Facilitated <i>high performing team workshops</i> for various sections; Developed & ran a <i>group program for new workers</i> in the Department

2002 – 2006	<p>Developed School of Social Work in Sydney – ACU</p> <p>Recruitment & Retention of Staff</p> <p>Industrial matters</p> <p>Developed Advisory Committee</p> <p>Designed & overseer of building of department & skills labs</p> <p>Supervised program expansion to Brisbane</p> <p>Supervised partnership development project officer</p>
2004 – 2005	<p>Office for Children, Youth and Family Support</p> <p>Consultant - supervision training requirements</p>
2002	<p>Doris Women's Refuge</p> <p>Organisational change management consultant</p> <p>(Debriefing of staff after series of incidents; interviewing staff, report of recommendations to committee of management)</p>
Training workshops	
2006	<p>National Youth Justice Training forum</p> <p><i>Developing criminology training for youth justice workers</i> - Training seminar on educational pathways</p>
2005	<p>Caritas Francis Hsu College, Hong Kong</p> <p>Field Education in Social Work - training Workshop, December 14th</p>
2004 – 2005	<p>Marymead Child and Family Centre</p> <p>Support for Practice / Supervision consultancy and training program for all staff</p>
2004	<p>Caritas Francis Hsu College, Hong Kong</p> <p>Teaching and Learning in Social Work - training workshop</p> <p>December 15th & 16th</p>
2002	<p>Southern Area Health Service (NSW) Families first Program</p> <p>Consultant and trainer "Developing an Assessment tool for the Universal Home Visit" Child and Family Nurses & Community Midwives</p>
2001	<p>Southern Area Health Service (NSW)</p> <p>Training program "Psychosocial Assessments" for Child and Family Nurses as part of the Families First Program.</p>
2001	<p>Centrelink Australia</p> <p>Area Social Work Managers forum</p> <p>Training seminar - research findings: Rural welfare workers: What they do and how they do it?</p> <p>ACT Council of Social Services</p> <p>Half day training package developed and delivered to staff on project planning and community development</p> <p>Calvary Hospital</p>

Developed and delivered 2 half-day **training** programs on research for practitioners