



Directions for Change

Business Details:	van Meegen and Associates trading as Directions for Change
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van Meegen and Associates Pty Ltd trades as **Directions for Change**. The business was established in 1992 and operates with one Principal, Dianne van Meegen. Directions for Change (DFC) is a highly successful business which provides tailored and specialised services to its clients in the areas of the facilitation of workshops, conferences, learning, planning, decision making, organisational and personal effectiveness and change processes.

It also has established itself as a sought after provider of Executive Coaching. DFC has a wide range of public and private sector clients, both in Australia and overseas. It is supported by an office manager and a fully equipped office located in Canberra.

Typical Projects

- High level and challenging facilitation in situations involving strongly conflicting views, sensitivities, political sensitivities and/or adversarial positions and complexity
- A wide range of facilitation assignments for government bodies, industry groups in Australia and overseas, work groups, community organisations, NGOs, lobby groups and national bodies.
- These assignments include the development of strategic and business plans, and policy options, resolving conflict, re-positioning of organisations, relationship building and stakeholder management, the facilitation of community consultations, outlook conferences, workshops and seminars.
- Working with senior executives and executive groups to build capability and effectiveness.
- Working as a mentor/coach and change facilitator for change teams and senior executives.
- Working with groups to develop their facilitation, stakeholder management, representational, consulting and networking skills.
- Convenor of Studies, Design Advisor for leadership and change programs for Senior Executives.
- Advisor on stakeholder engagement and management and organisational change initiatives.

Dianne van Meegen

Summary of Consultancy and Facilitation Approach

Dianne seeks initially to appreciate fully the outcomes being sought, the challenges envisaged and the role specified for the consultant/facilitator.

She has a highly consultative style seeking to give to clients the very best results using both their ideas, expertise and outcomes and adding value using her very extensive experience in process design, facilitation and consulting. She has a keen sense of what processes give maximum effectiveness within a range of situations.

Capacity to deliver

She has worked with very high level groups across a range of sensitive and important issues. For example, she worked as a facilitator for the Regional Australia Summit, hosted by the Deputy Prime Minister in 2004.

She has worked extensively with the Australian Taxation Office, including facilitating meetings chaired by the Commissioner of Taxation, in facilitating their consultations with small business operators on the Tax Reform, and has had numerous assignments involving significant organisational change.

Special Interests:

- Facilitating in challenging situations to achieve outcomes, decisions and improved relationships.
- Facilitation of learning, change management, decision making, strategic and business planning, outlook conferences and community, client and stakeholder consultations.
- Partnering and relationship management.
- Emotional intelligence and leadership.
- Women and their careers, women in organisational and public life, and women and work issues.
- Strategic advice and coaching for executive groups, teams and individuals in the areas of planning and enhancing effectiveness.
- Partnering with organisations to achieve effective change.
- Individual coaching for career decisions and personal effectiveness, including representational and presentation skills.

Qualifications

- Executive Leadership Profile Accreditation, 2001.
- BA (Administration/Politics) CCAE, 1978
- Advanced Management Program, Macquarie University, 1979.
- Myers Briggs Accreditation, 1990.
- Team Management Index, Advanced Linking Skills Accreditation, 1992.
- Ontological Coaching in Action Workshop, Newfield Australian, Melbourne, 2006.

Professional and Community Body Memberships and Professional Recognition

- Member of the ACT Division of the Institute of Public Administration of Australia (IPAA).
- Member of the Institute of Management Consultants of Australia (IMCA).
- Founding member of the ACT Branch of United Nations Development Fund for Women (UNIFEM).
- Finalist in the ACT Division of the 1999 Telstra Business Women's Awards which recognises achievements of women who have developed and maintained a successful business.

Clients

ACIAR	Environment and Water Resources
Agriculture, Fisheries and Forestry	Family & Community Services
AIC Conferences	Family Court of Australia
Australian Building Codes Board	Film Australia
Australian Customs Service	Foreign Affairs and Trade
Australian Federal Police	Health & Aged Care
Australian Film Commission	Immigration and Citizenship
Australian Public Service Commission	Industry, Tourism and Resources
Australian Security Intelligence Organisation	MMI Insurance
Australian Taxation Office	National Library, Gallery and Museum
Australian War Memorial	Medicines Australia
ACT Chamber of Commerce and Industry	Office of the Official Secretary to - the Governor-General
ACTGS Chief Minister's Department	Parliamentary Reporting Staff
AusAID	Public Sector Management Course
Cancer Council of Australia	APS Commission
Care Australia	South African Department of Education
Centrelink	The Treasury
Comcare Australia	University of the South Pacific - Fiji
Defence	Veterans' Affairs
Education, Science and Training	
Employment, Workplace Relations	