

Jenifer Frederick, GAICD, FCPA, MIMC CMC

Organisational Change | Workforce Strategy | Learning and Development



Summary

Jenifer has had a highly successful career in the Professional Services, Government, Scientific and Technical Services arenas, and considerable Executive and Non-Executive Director experience. An experienced leader and strategist, Jenifer excels at diagnosing complex organisational problems and working with client leadership to develop practical solutions that fit the business.

She has also been a successful independent management consultant, co-leading a firm providing strategic consulting services to government clients, in areas such as Organisational Change, Governance, People, Culture and Learning. She has advised many executive leadership groups within government on strategies to improve their business performance. Her expert communication skills and deep understanding of the government business environment have underpinned successful completion of many consulting engagements. Jenifer is an experienced Independent Board member, with corporate executive leadership experience, and is a former senior executive in government. Her Board experience includes the Disability and Health, Education and Employment, and Banking and Finance sectors, and she is currently on the National Board of the IMC as the ACT Chapter Director, and is the Chair of the Professional Development Committee. Jenifer has designed and managed a number of Mentoring Programs for clients and has been a Mentor in formal leadership development programs over many years.

Key Areas of Expertise

- Business Strategy & Performance
- Organisational Change
- Workforce Strategy
- Learning and Development
- Leadership and Mentoring
- Governance, Financial Management, Assurance

Qualifications & Accreditations

- ISO 20700 Guidelines for Management Consultancy Services (IMC 2022)
- Company Director's Program, AICD (2022)
- Women in Leadership Program, Women on Boards, 2021
- Team Management Systems, Team Management Profiles and Linking Leadership Profile (360 feedback)
- MBTI and Enneagram
- Foundations of Human Resources, Charles Sturt University (1995)
- Post-Graduate Diploma in Taxation, University of Central Queensland (1991)
- Bachelor of Commerce, University of Queensland (1986)
- Diploma of Arts (Music Composition), Queensland Conservatorium of Music (1980)

Memberships & Awards

- ISO 20700:2017 Guidelines for Management Consultancy Services by CMC-Global
- Graduate, Australian Institute of Company Directors
- Member, Women on Boards
- Fellow, CPA Australia
- State Finalist in Telstra Business Woman of the Year (1997)
- Nominated for Excellence Award, Women's Network Australia (1997)

Current Directorships

- Institute of Management Consultants;
- Galifrey Enterprises P/L; Alliance Consulting Group P/L; Brook Street P/L

Key Accomplishments

- Successful leadership of an independent Management Consulting firm for over 24 years, with sustained profitability and high-profile public-sector clients with high proportion of assignments arising from repeat business or client referrals.
- Following recommendations from a government review requiring the appointment of independent directors and improved governance arrangements, recruited as the first Independent Non-Executive Director of the private corporation operating the SE NSW Medicare Local Program in 2013.
- Successful leadership of a major workforce strategy development project for a Commonwealth agency to achieve better value for money invested in development, to increase staff satisfaction and retention rates, with recommendations adopted by the agency.
- Lead Finance and People consulting role in successful major long-term Transformation Project for a Commonwealth agency, with significant impacts for other Commonwealth agencies, private sector business partners, and international agencies. Projects included governance reviews, development of workforce and learning and development strategies, business planning and performance management, procurement of unique goods and services and design, delivery and mentoring for leadership development programs.

Publications

- Top Ten Tips for Better Business Performance, Insight, published by Proximity [Proximity: Top ten tips for better business performance](#); 2022
- To Stay or Go (published in March 2022, The Pulse, Edition Ten [The Pulse | Edition Ten by Proximity - Issuu](#) by Proximity page 7 Published on Mar 14, 2022
- Better Business Performance, The Pulse | Edition Nine by Proximity [The Pulse | Edition Nine by Proximity - Issuu](#) page 8 Published on Aug 26, 2021
- Leadership Education in a Changing Workplace Jennifer Frederick, Carol Dalglish (2000) Educational Innovation in Economics and Business V pp 17-30 (this paper was presented to the international EDINEB conference in the USA)
- Leadership Development and Its Impact on a Public Sector Organisation Dalglish, Carol & Frederick, Jennifer (2001) Journal of Contemporary Issues in Business and Government pp. 41-50