

Bio

Phillip Ralph

Author, Speaker, Facilitator,
Mentor, Coach



AREAS OF EXPERTISE

- Building capacity and capability
- Leadership Development
- Creating High Performance Teams
- Cultural Transformation and Alignment
- Change Leadership
- Executive Performance
- Team Coaching
- Training leaders to be coaches
- Keynote speaking

CAREER HISTORY

- Founder – The Leadership Sphere Pty Ltd
- Head of Consulting and Program Delivery (Breakout and Cultural Transformation, ANZ)
- Head of Facilitation (Breakout and Cultural Transformation, ANZ)
- Consultant – BizEd (Training Services Management)
- Coach and Facilitator – Victoria Police
- Project Management and Management – Victoria Police

BACKGROUND

Phillip's capability and passion is 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.

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.

Phillip works with many large Australian and international organisations including tier one professional service firms, several large Australian banks and many large hospitals and healthcare groups. He works with CEOs and executives as a coach and mentor and is on various global coaching panels. He has also worked with McKinsey & Co in delivering leadership programs to a global firm. He is sought out by some of Australia's most senior leaders to guide and support them.

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 has strong expertise in helping organisations manage and lead change in complex environments.

Phillip has written and contributed to several books, including *Leadership Without Silver Bullets: A Guide to Exercising Leadership*, acclaimed by business leaders and experts as a no-nonsense guide to leadership that cuts through the usual rhetoric. He also contributed to two new books: *Emerging Trends in Leadership and Strategy* and *The World Book of Values*. Phillip's fourth book (in progress) addresses the challenges of real world people development and how to create and sustain a capable and motivated workforce.

Keynote speaking topics include: (1) Leadership Without Silver Bullets; (2) Navigating Change; (3) Cultural Transformation; (4) Creating the High Performance Team You Need; and (5) Resilience For The Real World.

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“The terms ‘leader’ or ‘leadership’ should be reserved to describe someone’s actions at a point in time rather than be granted to a person because of their position in the hierarchy.”

PHILLIP RALPH

AUTHOR, SPEAKER, FACILITATOR
COACH, MENTOR

QUALIFICATIONS AND MEMBERSHIPS

- Masters of Education
- Master of Applied Science (Individual/Organisational Effectiveness) Vic. Uni, Melb.
- Graduate Diploma of Management (HRM) UNE, NSW
- Bachelor of Applied Science (with Distinction) (P.E. and Applied Org. Psych.), FIT, Melb.
- The Art and Practice of Leadership Development Program, Harvard University (Boston).
- Certified Professional – Australian Human Resources Institute (CAHRI)
- Australian Institute of Management (AIMM)
- International Coach Federation (Aust.)
- Executive Coach and Coach Facilitator (Institute of Executive Coaching, Sydney)
- Coaching for Performance (Human Performance Institute, John Whitmore, London)
- Professional Development Cert. in Coaching (Psychology of Coaching Uni of Sydney)
- NLP Practitioner (Living Change, Melb.)
- Team Management Systems (TMP)
- McKinsey/GBA Facilitator Training (Melb.)
- Hogan Assessment Systems (HPI, HDI, MVPI)
- The Leadership Circle
- Systems Thinking (MDP – Borwick International)
- Systems Dynamics (Accelerating Momentum in Cultural Transformation Programs – Geniusys, Sydney)
- Management Leadership Program (leading change through systemic interventions - Borwick International, New York)
- Quantum Thinking (Melb.)
- Human Synergistics (LSI/GSI; LI; OCI/OEI)
- CTT 1 (Corporate Transformation Tools – Richard Barrett, The Values Centre, US)
- DiSC Accredited (Integro Learning, Melb.)
- Psychodynamic Consulting (Melb.)
- SUEIT Individual and Team Coaching (Swinburne University Emotional Intelligence Test)
- 360 Feedback Accreditation (SHL)

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