

Business Brochure for



INSPIRED[®]
DEVELOPMENT SOLUTIONS PTY LTD

Working with Organisations and
Leaders to maximise potential,
anticipate future imperatives and
flourish in the face of adversity

INSPIRED DEVELOPMENT SOLUTIONS

Inspired Development Solutions is a well-established and highly respected consultancy with clients across all sectors in the Australian and Asian markets, with some projects in Europe.

The organisation was established over 15 years ago in Australia. Our managing director, Dr Lynda Folan, set up the business after having performed the role of director of leadership development for another consultancy business.

The focus for Inspired Development Solutions is on providing bespoke solutions that are designed to align with organisational development principles and result in sustainable outcomes for organisations and individuals.

As our managing director, Lynda ensures that the focus of the organisation remains on delivering exceptional strategies that align with the client's requirements and produce results within the specific context.

With over 35 years of experience working with organisations and strong academic backgrounds in the psychology of people and organisations, she ensures that the team delivers solutions that make a difference at all levels of the organisation. Her research also keeps the team ahead of the game on the latest development in leadership and organisational development.

The organisation is known for bespoke and individually designed developmental solutions that are organisationally contextualised and deliver results. All developmental solutions are first and foremost based on sound organisational psychology principles, and secondly, focused on providing pragmatic and practical outcomes that make a difference to the organisation and the individuals.

As an organisation, we always ensure we have a well-rounded understanding of the context and business requirements to ensure that the interventions bring about enhancements. The team at Inspired Development has exceptional skills and expertise as well as executive-level work experience. Each of the associates chooses to work with the organisation because of the broader organisational development focus and exceptional reputation in leadership development and executive coaching. As a team, we ensure that we are continually enhancing our knowledge and skills to deliver high-quality interventions that result in practical outcomes aligned with best practice. The team has a broad range of experience in, and knowledge of, local government, state government agencies, not for profit, and the private sectors.

To ensure that we deliver results, all associates have business experience as well as qualifications and knowledge in their specific areas of expertise. We also consistently review our performance to ensure that we are challenging ourselves to innovate for enhanced results.



OUR APPROACH

Inspired Development Solutions is dedicated to building long-term relationships with our clients. We believe that the best results and outcomes are achieved through a productive partnership. This allows us to design and deliver bespoke solutions that align with the specific culture and ways of working, resulting in the delivery of exceptional business outcomes. Together we will develop innovative and practical solutions that will ensure that your organisation is more influential as a result of the interventions that we deliver.

CONTEMPORARY DESIGN

Inspired Development Solutions draws on the vast experience of working with organisations, along with strong academic research and development to keep up to date with the latest trends in leadership and organisational development and training methods. We have expertise and accreditation in a range of culture surveys, psychometrics, and 360s, which allow us to use the tool that best fits the organisation. We also have highly advanced methodologies and strategies for effective facilitation, ensuring that all interventions are tailored to individual learning styles and deliver outcomes for individuals, teams and the organisation.

As a result of all of this knowledge and experience, we will deliver interventions that are contemporary, engaging and highly participatory. Course designs will include spaces for participants to reflect on their learning and strategies to encourage them to apply their knowledge back in the workplace.

METHODOLOGY

Professor David Day (2008) notes that development requires both exceptional facilitation and the ability to work with the person's internal processing to ensure change happens. Inspired Development Solutions works with people on a deeper level to ensure that the leader is developed as well as the leadership style.

Leader development is what delivers lasting change and is the starting point for all the work we do. Personal reflection and feedback help a person understand their strengths and weaknesses and question their underlying values and beliefs. It also supports individuals in acknowledging and challenging assumptions on which they base their ideas, feelings and actions to recognise areas of potential bias or for improvement.

Feedback and reflection lead to more significant self-awareness, which in turn is the first step to positive change — it is a necessary stage in identifying areas for improvement and growth in both personal and professional contexts. The team at Inspired Development delivers ongoing feedback and provides an opportunity for individuals to reflect and make decisions that will enhance their achievements.

Professor Vicere (2002), a leading academic in development, has published several articles describing best practice in skills-based development and created a model that provides an integrated perspective on effective development.

Inspired Development Solutions ensures that best-practice development is always the key focus and the results and outcomes that are defined are delivered.



ACCREDITATION IN CULTURE SURVEYS, PSYCHOMETRICS AND 360S

We are accredited in a range of 360s, culture surveys and psychometric tools.





OUR SERVICES

ORGANISATIONAL DEVELOPMENT

Inspired Development Solutions is one of the most sought-after Organisational Development specialists in Australia. With a broad range of local and global organisational development experience and a highly skilled team, we ensure that we provide solutions that deliver effective change. Inspired Development Solutions will work with you and your organisation to identify the most effective strategies to take your organisation to the next stage of evolution and then support you in effectively delivering these strategies.

Today's organisations operate in a rapidly changing environment that requires constant adaptation and change. The most critical assets in any business are the people, and it is imperative that everyone remain engaged in delivering organisational outcomes no matter what the context. Our organisational development experts are highly skilled at working with the people in your organisation to bring about change and evolution while supporting the leadership team in delivering business transformation.

We provide support that will ensure people across the organisation remain healthy and engaged throughout the process of change and transformation.

Some of the key areas of expertise are:

- Strategies for organisational change
- Cultural enhancements and cultural transformation
- Organisation and team reviews
- Values-based cultural transformation
- System-wide application of behavioural science strategies
- Organisation-wide development solutions
- Organisation design and system alignment
- Structural realignment and structure change
- Strategic planning and strategic alignment

LEADERSHIP DEVELOPMENT

In the last decade, there has been a continued acceleration in the pace of organisational change. This increased rate of change has necessitated that businesses operating in the present economic arena become increasingly agile and continuously make adaptations to limit their susceptibility to decline. Business agility is driven and enabled by the leaders of the business. Day and Lord (2016) note that forty-five percent of an organisation's capability is related to the function of leadership. This acknowledgement of the impact of leaders, coupled with the acceleration in the rate of organisational change, has catapulted the leadership issue to the top of the organisational agenda.

The importance of the leader's capacity to steer an organisation through change has become a pre-eminent topic of discussion. Howard and Wellins (2009), in their global leadership forecast, note that seventy-five percent of executives surveyed identified improving leadership capability as a top business priority.

For the past 15 years, Inspired Development Solutions has been developing leaders across the globe to meet the complexities and challenges of business life. We have designed and delivered over 400 Leadership development programmes across a range of organisations and sectors. Our managing director, Dr Lynda Folan, is recognised in Australia as one of the leading experts in leader and leadership development, designing bespoke solutions that deliver transformational change. Every organisation is different and has unique leadership requirements, and at Inspired Development Solutions we understand that your leaders require a bespoke learning experience. Our programmes are designed to enhance the specific capabilities needed for your organisational context.

Our programmes are underpinned by research and incorporate the most up-to-date thinking in leadership development. Inspired Development brings an innovative and new approach to leadership and leader development.

RESILIENT INDIVIDUALS, TEAMS & ORGANISATIONS

Resilience is a crucial ingredient in high performance and organisational effectiveness. Inspired Development Solutions has carried out extensive research into resilience in the workplace, discovering that it is vital for the delivery of transformational leadership and organisational improvement. As part of our research, we have also developed and validated a range of critical strategies for building resilience.

As a result, we have been able to assist leaders, teams and organisations in enhancing their ability to adapt and bounce from change while maintaining health and well-being. We know that our developmental strategies work and have statistically validated them through research.

We work with individuals, teams and organisations to create transformation in resilience levels. Resilience development strategies include identifying levels with validated measurement tools and delivering developmental strategies to enhance resilience.

We have developed a series of diagnostics to support individuals, teams and organisations in evaluating resilience levels. The diagnostics below will allow you to assess levels of resilience and support you in identifying the aspects that require development.

EXECUTIVE COACHING & MENTORING

Coaching will support your leaders in becoming aware of their strengths and opportunities for enhancement and assist them in reaching their potential.

On an organisational level, coaching programmes are often required at a time of significant growth or transition. Companies that implement coaching programmes are rewarded with a more effective, committed and focused leadership, which will deliver enhanced employee engagement.

Executive coaching supports and leverages leadership skills and builds leadership capability through goal clarity, focused strategy implementation, problem-solving, reflection and self-awareness. It provides an excellent, accelerated learning medium that supports individuals in implementing personal and organisational changes. Inspired Development has a reputation for excellence in the field of executive coaching and mentoring. We provide coaching solutions to a broad range of organisations in both the private and public sectors. Inspired Development Solutions' team of coaches is highly skilled and has the expertise to establish trusting coaching relationships that result in personal transformation. The emphasis is on empathic listening and a focus on practical and real solutions.

We use a range of leadership development tools and processes to support senior executives on their journey to maximise their leadership potential.

FACILITATION & TRAINING

The definition of facilitating is "to make easy" or "ease a process". What a skilled facilitator does is plan, guide and manage a group event to ensure that the group's objectives are met adequately, with clear thinking, good participation and full buy-in from everyone who is involved.

Our facilitators have a high level of skill in stepping back from the detailed content to focus purely on the group process and bring the event through to a successful conclusion. The secret of great facilitation is a group process that flows – and with it will flow the group's ideas, solutions, and decisions too.

Our training programmes are conducted by highly professional facilitators with many years of experience. We research and write our training courses so that they can be quickly tailored to suit the needs of clients.

We are firmly committed to the view that training should equip people with the skills and capacity to enhance their and the organisation's outcomes.



STRATEGIC HUMAN RESOURCES

The team at Inspired Development Solutions has extensive knowledge and experience in leading and developing Human Resources strategies that deliver successful outcomes. We will work closely with you to understand the specific business needs and apply our expertise and knowledge to ensure that the solutions we provide are best practices and meet your organisation's needs, providing tangible benefits. Inspired Development Solutions can assist you in planning strategies that meet the needs of your employees while promoting the organisation's vision, strategy, and culture. We will support you in thinking ahead and planning effective ways for your company to meet the needs of its employees better, and for the employees to better meet the needs of the customer now and in the future.

With the aim of improving individuals, teams and the organisation's performance, Inspired Development Solutions will support you in developing tailored solutions to address your human resources challenges.

CONFERENCE SPEAKING

Dr Lynda Folan is an international speaker and organisational consultant based in Perth.

Lynda is described as one of the "leading experts in leadership and organisational development." With her in-depth knowledge of the psychology of Work, her extensive experience in working with organisations to deliver enhanced outcomes, and her extensive research on leadership and resilience, she can deliver a unique and insightful contribution to any business conference.

Lynda has developed a bespoke model of leadership resilience that is transforming the leadership agenda across the globe. She brings fresh ideas supported by robust research that is delivered in an engaging and dynamic style.

One key to the demand for Lynda's presentations lies in the fact that she partners with organisations to create systemic change that improves the organisation and its people. Lynda's insights are therefore based on real-life experience of delivering change in organisations and supported by theory and research.

ORGANISATIONAL CULTURE SURVEYS, PSYCHOMETRIC & 360 ASSESSMENTS

An organisation's culture consists of the values, beliefs, attitudes, and behaviours that employees share and use daily in their work. Culture is important because it drives decisions, actions, and ultimately the overall performance of the organisation.

Understanding an organisation's culture helps us to understand why organisations do what they do and achieve what they achieve. The ability to measure organisational culture and organisational and leadership effectiveness is key to bringing about change and evolution for organisations and ensuring alignment with business outcomes.

Inspired Development Solutions is an accredited facilitator for a range of culture surveys, 360s and Psychometric tools. We also design bespoke survey tools that deliver more specific focus and outcomes.



OUR CLIENTS

PRIVATE SECTOR CLIENTS INCLUDE:

- Chevron
- Western Power
- Woodside
- BHP
- RIO Tinto
- The Number
- Churchill Insurance
- AMEC
- Wyndham International
- CLE Planning
- SVT Engineering
- Outback Ecology
- Jackson McDonald
- Toyota
- Skill Hire
- APA Group
- Donhad
- Australian Reliance
- Fortescue Metal Group
- Iona College
- WA Business News
- LGIS
- Worley
- Hard Rock Café
- Tesco Stores

NOT FOR PROFIT CLIENTS INCLUDE:

- The Bethanie Group
- Intelife
- Yorgum Aboriginal Corporation
- Key Assets
- Amana Living
- Alliance for Children at Risk
- Eco Community Services
- Intelife
- Mosaic
- Meath Care
- Mission Australia
- RSL Care
- Rocky Bay
- Art on the Move
- State Government Clients Include:
- Department of Communities
- Parkerville Children and Youth Services
- Department of Fire and Emergency Services
- Commissioner of Children and Young People
- Perth State Library
- Department of Biodiversity
- Conservation and Attractions
- Department of Education
- Landgate
- Polly Farmer Aboriginal Corporation
- MacKillop Family Services
- Department of Correction Services
- Health Corporate Network
- Department of Health
- Department of Transport
- Department of Clinical
- Department of Jobs, Tourism, Science and Innovation Immunology
- Department of Disability
- Stonewater

SERVICES

- Department of Finance
- Department of Mines and Petroleum
- Office of Environmental Protection Agency
- Busselton Water
- GESBE
- Curtin University
- Murdoch University
- Southern Seawater Adventures
- Edith Cowan University
- Department of Education
- NDIA
- Western Australian Police
- Path West

LOCAL GOVERNMENT CLIENTS INCLUDE:

- Local Government Professionals
- Western Australian Local Government Association
- EMRC
- City of Albany
- City of Canning
- City of Cockburn
- City of Melville
- City of Nedlands
- City of Rockingham
- City of Busselton
- City of Joondalup
- City of Wanneroo
- City of Vincent
- City of Mandurah
- City of South Perth
- City of Subiaco
- City of Wanneroo
- City of Perth
- City of Gosnells
- City of Karratha
- City of Stirling
- City of Swan
- City of Bayswater
- City of Bunbury
- City of Busselton
- City of Kalamunda
- City of Karratha
- City of Rockingham
- Shire of Quairading
- Shire of Brookton
- Shire of Ashburton
- Shire of Augusta Margaret River
- Shire of Carnarvon
- Shire of Dardanup
- Shire of Derby
- Shire of Donnybrook
- Shire of East Pilbara
- Shire of Denmark
- Shire of Leonora
- Shire of Morawa
- Shire of Murray
- Shire of Capel
- Shire of Harvey
- Shire of Carnarvon
- Shire of Corrigin
- Shire of Boddington
- Shire of Mundaring
- Shire of York
- Shire of Toodyay
- Shire of Gingin
- Shire of Katanning
- Shire of Wyndham
- Town of Mosman Park
- Town of East Fremantle
- Town of Port Hedland
- Town of Bassendean
- Town of Port Headland
- Town of Victoria Park
- Town of Cambridge

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WHAT OUR CLIENTS SAY

“Not only did the leadership programme I attended support me in improving my leadership, but it has transformed my life.”

“Thank you for supporting us in transforming our organisation. We could not have done it without you.”

“I have loved working with the team at Inspired Development Solutions to build a better organisation. It has inspired me to keep finding new ways of doing things and continually enhancing the business.”

“While I was sceptical to start with, you have helped me understand that if I understand people and work effectively with them, I can transform my results - thank you for helping me to achieve success.”

“Engaging and innovative.”

“Meaningful, useful, inspiring and just simply awesome.”

“Really valuable programme and I would definitely recommend it to others.”

“More programmes like this are required. Very inspiring.”

“Lynda is an amazing and motivational speaker who speaks from the heart.”

“Fantastic workshop, I would love more of this and have found it so helpful. This has helped me more than I can put into words! — Thank you. Please do more!”

“I have transformed my life as a result of working with Lynda.”

Dr Lynda Folan
Doctor of Organisational Psychology,
Managing Director, and Acclaimed Author

Dr Lynda Folan is one of Australia's leading experts in organisational psychology and development, bringing over 35 years of experience. She has held executive roles at esteemed organisations such as the Hard Rock Café, Tesco Stores (retail), Wyndham International (hotels), and The Number (telecoms), managing international teams and driving successful cultural change globally. For the past 15 years, Lynda has been a well-known consultant in Australia and Asia, enhancing operational effectiveness of organisations in both the public and private sectors.



With a robust academic background in organisational psychology, including a doctorate from Murdoch University and a master's degree from the University of London, Lynda is well versed in the intricacies of human behaviour in organisational contexts. Her groundbreaking doctoral thesis on the relationship between leadership and resilience is reshaping the landscape of leadership development, offering innovative strategies for cultivating resilient leaders.

Her book, "Leader Resilience - The New Frontier of Leadership" (2021) challenges traditional leadership paradigms, emphasising the importance of resilience in leadership development. Her extensive research and developmental strategies in these areas are highly regarded, which positions her as a thought leader in the field.

Lynda's consulting expertise spans five key areas: organisational development and cultural optimisation, leadership development, conference speaking, executive coaching and personality assessment, and design and facilitation of training. The focus of her career has been on enhancing business practice through focusing on the people aspects of businesses. In all her roles, as a consultant and an executive, she has had responsibility for organisational change and evolution.

An accredited psychologist with the Australian Health Practitioners Regulation Agency (AHPRA), Lynda is proficient in psychometric tools such as MBTI, 16PF, and FIRO-B. Her dynamic speaking style and profound insights make her a sought-after conference speaker, offering fresh perspectives supported by robust research.

Lynda is a trailblazer in the field of organisational psychology and development, shaping the future of leadership through her innovative research, strategic consultancy, and transformative leadership programmes.

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Amazon and
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