



A CEO's lament:

- "We have developed a brilliant strategy, but we have 5,000 people who don't know how they can help make it happen ..."
- "When we get our senior people together for 2-3 days it costs us hundreds of thousands of dollars and I worry that we are not getting high impact or maximising our learning opportunities ..."

The opportunity

Quest Worldwide is an international boutique management consultancy with offices in the UK, USA, Dubai, Singapore and Sydney. For twenty years we have worked almost exclusively with global and large regional and local clients such as Unilever, Philips, Lion Nathan, BHP Billiton and others.

We are seeking experienced senior consultants to be based in our **Sydney** office to work with business leaders to achieve sustained results through:

- **Focusing strategy** ... by guiding clients to create, align, deploy and deliver compelling and communicable strategies at all levels of the organisation. We mobilise and commit teams at each level, ensuring every person knows how to contribute to the achievement of the goals. We guide the business to adopt new tools and behaviours to continuously think, plan, deliver and review the implementation of a focussed strategy.
- **Engaging people** ... by energising people and teams of all sizes, using a range of tools and processes to engage people's creativity, knowledge and passions. We offer imaginative and radical ideas on ways of looking at business issues that can be turned into practical steps to challenge and change the way people think, act and achieve results. We use a mixture of high impact workshops, events, capability development and coaching as vehicles to drive and sustain change.
- **Driving improvement** ... by advising, coaching and equipping client teams to raise the performance of business processes to high levels of capability, drawing on an array of tools from lean to six sigma. We embed a culture of continuous improvement in order to sustain the drive for even better performance.

You should be able to demonstrate competence in two of the above three service areas and a personal track record of delivering sustained results for clients. It is likely that you will have received your consulting training from a respected international practice.

Quest's work is people – centred, so you must be able to demonstrate how you have achieved lasting change through working with people in a broad range of roles and seniorities.

Your role:

Quest consultants work with client organisations, usually in a team, to understand the business issues, develop appropriate solutions and make change happen. Aspects of the role include:

- *Creating the Solution:* Through great questioning and 'discovery' coupled with strong business acumen and experience you develop a robust understanding of the client's current and emerging issues ... and develop appropriate solutions.
- *Delivering value:* Through artfully tailoring and applying Quest's core services and integrating the right techniques to address client business issues you ... manage the change process in a holistic way and deliver sustainable value.
- *Transferring knowledge:* Through transferring skills and best practices to client managers and people, and other Quest Worldwide consultants, you ... build clients' and Quest's capability.
- *Developing business:* Through 'earning the right' to extend and further develop Quest's relationships with existing clients and (in partnership with other consultants) developing opportunities with new Quest clients you ... build relationships and business.

Do you have?:

- *Five + years process consulting experience with a leading consulting firm ... deep understanding of and affinity with the way people behave in organisations and solid experience of the principles and best practices of change management and organisational effectiveness ... generating demonstrable results.*
- *Extensive track record of successful performance improvement and project delivery ... established clients who would like to continue to use your services.*
- *Broad business experience, ideally with multinationals, strong analytical skills and business acumen the ability to synthesise information, to understand and debate complex issues, cut through to the essence, identify the critical links and develop insights.*
- *Outstanding facilitation skills and the ability to handle difficult situations ... that uncanny ability to make an immediate and significant impression on clients through personality, insight and approach ... to make the complex seem easy when working with teams of people.*
- *A mastery of current improvement techniques ... and proven success in transferring these techniques to executives and project teams.*
- *Energy, passion, enthusiasm & excitement about organisations, people, change and achieving results ... the initiative and self determination to thrive in a fast-paced evolving business environment.*
- *Excellent communication skills, with the ability to speak and write persuasively and convincingly at both senior and junior levels within an organisation ... building support for change and results.*
- *Flexible interpersonal skills, confidence and strength of character ... a desire to collaborate.*
- *Stamina ... ability to perform at an exceptional level with clients, despite long periods of intensive activity and travel.*

Please note that we are not an IT consultancy and therefore are not seeking IT consultants

What does Quest Worldwide offer you?

- The opportunity to work with large, complex multi-national clients on issues of strategic importance, typically at company or division leadership-team level.
- The satisfaction of helping client leaders deliver sustainable results.
- The opportunity to be part of a team of experienced consultants – learning from colleagues' experiences, and adding to the collective 'pool' of knowledge, tools and application.
- The opportunity to work within a team that is dedicated to clients; committed; collaborative; challenging; enthusiastic; and delivering results.
- The opportunity to be supported by talented design, desktop publishing and consultant support professionals.
- The opportunity to use and extend your knowledge and experience in people-centric tools and methods ... your growth and success leads to Quest's growth and success.
- The opportunity to travel ... while much of our work is in Australia, all our consultants do spend periods overseas.
- Competitive remuneration (base + additional rewards upon achievement of business development, revenue, customer satisfaction and team contribution targets).

We encourage you to view our website: www.quest-worldwide.com

If you believe you have the required expertise, experience, drive and personality please apply in confidence by email (no more than six page c.v. please) to: recruitment@quest-worldwide.com.au or contact Bret Shaw on 9904 8488.