

# Amovita International

## 2020 Capability Statement

Strategy • People • Training

*Inspiring People & Business Excellence*



## acknowledgement

Amovita International affirms that Aboriginal and Torres Strait Island peoples are the Indigenous peoples of Australia. We acknowledge the traditional custodians of the land upon which we provide services. We would like to pay our respects to Elders past, present and future for they hold the traditions, cultures and hopes of Aboriginal and Torres Strait Islander Australia.

We must always remember that under the concrete and asphalt covering much of our continent, there was and always will be traditional Aboriginal and Torres Strait Island lands. It is incumbent on all Australians to respectfully acknowledge the spiritual connections of Aboriginal and Torres Strait Islander peoples to the land and sea.

## the flags



The Aboriginal flag is divided horizontally into halves of black at the top and red underneath with a yellow circle in the centre. The black symbolises Aboriginal people and the yellow is the sun. Red depicts the earth and also represents the ochre used by Aboriginal people in ceremonies.

The flag was designed by Harold Thomas and first flew at Victoria Square, Adelaide on National Aboriginal Day on 12 July 1971. Today the flag has been adopted by Aboriginal groups and is flown or permanently displayed at Aboriginal centres throughout Australia.

*Aboriginal flag produced by permission of the designer, Harold Thomas © 1971.*



The Torres Strait Islander flag features three horizontal coloured stripes with green at the top and bottom and blue in between, divided by thin black lines. A white dari or head-dress sits at the centre with a five-pointed star underneath.

The colour green is for the land and the dari is a symbol of all Torres Strait Islanders. The black represents the people and the blue represents the sea. The five-pointed star represents the island groups. The star, used in navigation, is an important symbol for seafaring Torres Strait Islanders. The colour white represents peace.

*The Torres Strait Island flag was designed by the late Bernard Namok of Thursday Island.*

Leadership is being committed to working with intention and purpose, the aptitude to see the vision and determination to make it happen.





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# organisational profile

Amovita International is a leader in business and management consulting to achieve people and business excellence. Founded in 2007, Amovita's head office is based in Brisbane and our team provide a wide-range of consulting and professional services across Australia and internationally.

Amovita International specialises in:

Known for our unique business approach, Amovita incorporates neurosocial and Blue Ocean principles in all we do. Our client portfolio spans Corporate, Government, Non-Government and the business sectors. Recognised for our client and customer excellence, Amovita has been recognised as an Australian Leader in Business, consecutively receiving the 2019, 2018, 2017, 2015, 2014, 2013, 2012 and 2011 Australian Business Award.



Our focus is our clients and customers. Our success is because of their belief in our high-quality services, positive team and responsiveness. We pride our business on a partnership model, providing our clients with a creative range of business and organisational solutions. Through our strategic partnership model, we provide consulting services to our clients from all of our consulting divisions. We travel to our clients, increasing productivity and efficiency dividends. Given our expertise, through our partnership approach we co-create innovative solutions to meet our clients needs.

Amovita's team of professionals are among the best in their industry. They are proven leaders and are selected as part of our dynamic team for their commitment to ongoing professional development, research, working from an evidence base and hold a high-performance mindset. Our team also present at conferences in recognition of the work they engage in to contribute to the research base.

## why do clients choose amovita international?

- Our team of professionals are highly qualified, experienced and talented.
- We develop organisations and people to deliver high performance outcomes.
- We provide organisational and business solutions where our clients need them the most.
- Our approach is refreshingly different.
- We are innovative and disruptive.
- We tailor a solution to resolve organisational and business needs.
- We present well and are confident in our abilities.
- To save you time and costs, we can travel to you.
- Our partnership approach is unique and collaborative.

- Our services are cost effective and pay dividends.
- We have been awarded the Australian Business award 2011-2019.
- We are a one stop for most things that organisations need.

## strategy

Our range of strategy services incorporate a Blue Ocean and neuroscience approach. We work closely with leaders, providing executive coaching and consulting and strategy planning. Our professional services support leaders to make key business decisions and focus on ensuring their teams utilise neuroscience principles and the latest evidence base to achieve high performing outcomes. Having accreditation with the Hermann Brain Institute and partnering with Neurocapability, our approaches achieve quality outcomes. Amovita is also affiliated with the Blue Ocean Global Network and know the key drivers needed for great results.





# people & values

Our People & Values Division focuses on working with leaders to resolve challenges in the workplace. Our team have qualifications in clinical and professional psychology, business, social work and counselling. Having a neuroscience background assists organisations and businesses to better understand the influences that impacts on staff performance. Our People & Values Division provides a range of services including EAP (workplace counselling), workplace investigations, mediations and arbitrations. We provide onboarding and outplacement support programs and our team also support appraisal and review processes, and work alongside managers and leaders in industrial cases.

## training

Amovita works with organisations and businesses to develop training specific to their needs. Our training is highly sought after as we keep up to date with the latest information and evidence base on training and development topics. Our training manuals and resources are carefully developed to maximise each participant's learning and our manuals are printed in full colour. They are comprehensive and informative that allows participants to use as a resource after training has concluded.

Our training is underpinned by neuro social science. Our suite of programs on offer are extensive and we specialise in leadership, performance, organisational excellence and team cohesiveness. With over 100 training topics we offer the following: the neurological integration of leadership; stress and neuroscience; vicarious resilience; working with difficult personality conditions in the workplace; supervision and coaching show casing our seven coaching models; first responder accidental counsellor training; winning the perfect role, critical thinking for leaders, motivational interviewing and much more.

# our value statements

## vision

Our vision is to inspire business and people excellence.

## mission

Our Mission is to work in a partnership approach with customers and clients to create and maintain a workplace that incorporates high performance principles.

## our values

### *Meaningful & Intentional*

- We endeavour to be masterful in delivering what our clients need
- Always be real and professional
- Our authenticity is evident

### *Nurture & Nourish*

- We enjoy what we do
- Positive energy is in our being
- Our purpose is to refuel and reinvigorate others

### *Possibility & Vibrance*

- We always see opportunity when opening new doors
- It's in our name to provide quality
- We sit quietly to learn and grow

### *Stars & Moon Thinking*

- Collaboration & partnerships are important to us
- We go beyond commitment
- Our passion drives us



Meaningful & Intentional



Nurture & Nourish



Possibility & Vibrance



Stars & Moon Thinking





- Smit Lamnalco
- Super Conscious World Hungary
- Sydney Water
- Uniting Care Community
- University of Tasmania
- Wesley Mission
- Worley Parsons
- Zealand

## our affiliates

Our affiliates are important partners in our success and continued growth. We appreciate the services and support from the following businesses and organisations:

- AJA Solutions
- Australian Community Workers Association
- Blue Ocean Shift
- Bramaltr Property Development
- Crick Construction
- Hall McMaster & Associates Limited New Zealand
- Henderson's Accountants
- Herrmann Brain International
- Kineo
- Lumos Trauma Institute
- Tas Leaders Program
- Macquarie Bank
- Mybio.life
- Neurocapability
- Peakcare
- Piccardi Legal
- Shelter Tasmania
- St George Bank
- Super Conscious World
- Taylor & Francis
- University of Tasmania
- Flinders University
- University of South Australia

## client portfolio

Our experience and work across thousands of businesses and organisations speaks loudly about the fantastic work that we do. Here is a sample of our client portfolio:

- ACCORAS
- Act for Kids
- Aftercare
- AJA Solutions
- AJL Heavy Equipment
- Anglicare
- Ardvaark Counselling Service
- ATDC
- BABI
- Benevolent Society
- Blue Ocean Australia
- BPT International
- Bramaltr Property Development
- bric Housing
- Brisbane Youth Service
- Caboolture Early Years
- Calvary Hospital
- Colony 47
- Crick Construction
- Department of Child Safety
- Department of Communities
- Department of Corrections/Justice
- Department of Disabilities
- Department of Education
- Department of Health & Human Services
- Department Social Services
- Domestic Violence & Prevention Centre
- Domestic Violence Prevention Centre
- Ergon Energy
- Federal Department of Social Services
- Gippsland Council
- Griffith University
- Headspace
- HMA & Associates New
- Hobart City Council
- Jabiru
- Lady Gowrie

- Lumos Trauma Institute
- Mater Hospital
- Mission Australia
- Moneycare
- Mybio.life
- National Disability Insurance Scheme
- NZ Health
- Open Minds
- Palmerston Hospital
- Primary Healthcare Network
- Primary Healthcare Network
- Prince Charles Hospital
- QUT
- Redhill Kindergarten
- Relationships Australia
- Relationships Australia Tasmania
- Richmond Fellowship
- Royal Brisbane & Women's Hospital
- Royal Hobart Hospital
- Salvation Army
- Save the Children

# CEO's report

Like many other organisations and businesses, Amovita had a busy 2019. It was a year of travel across Australia and providing professional consulting services both locally and globally. We travelled over 150,000 kms and provided services and programs to over 150 organisations and businesses both across Australia and internationally. We increased our team by 70 professionals and provided over \$150K in kind services to business start-ups and professionals. We have delivered training from our range of over 100 training programs.

One of the projects we worked on in 2019 was the development of a new app and organisation. I am enormously proud of our new app and website Mybio.life of which is a central collection point for the storage of life documents and valuable information to make things much easier after a loved one passes away. Having had the experience of losing a loved one, my children were keen to ensure that all our family documents and information including insurance details, funeral arrangements, eulogy, superannuation details, medical information and other important life information were stored and easily accessible in the one place. I also had another experience supporting a family member after the passing of their wife who did not have a will. I spent quite a few years helping them get things sorted, so after these two experiences it was time to resolve the issue for us all.

I have also heard many other stories similar to mine of losing a loved one and the challenges having to deal not only with the person passing away, but at the same time trying to find life documents and information only to find they are scattered in different places or the family does not know where the will is located, if it is the most recent one or where other important information is stored. Mybio.life takes away the pain by having all this information in the one app and through the Mybio.life website.

Another project we have been working on during 2019 is the development of a range of new training programs. After nearly two years of consultation, we have developed a one and two-day training program to better support workplaces to incorporate cultural principles into their leadership. Our team member James Alley and I have travelled around Australia delivering this training and it has been warmly welcomed as an important training program for the hundreds of leaders and supervisors who have attended. We have had over three hundred participants attend the training and we look forward to expanding the training this year. We have had book for new supervisors and leaders published and our next leadership book is being published early this year. new

leaders and supervisors. We are proud of our partnership with Taylor and Francis in New York as our publishers.

Our Scholarship Foundation which commenced in 2012 is an important component of our Corporate Social Responsibility program. The Foundation supports the development of future leaders and professionals and encourages professionals, business owners and leaders to showcase new and innovative ideas. We know that professional success hinges on a number of key elements aligning together, and it takes hard work and dedication to maintain high performance over time. Having access to quality training, education and coaching is crucial for any professional.

Another thing we achieved in 2019 was supporting organisations, businesses and professionals with over \$150K in in kind support and consulting services. We endeavour to support students and start-up businesses that cannot secure seed funding. We know that education and being in work are two of the most valuable things for our health and well-being, so this is an important part of our Foundation work.

In 2018, we formed partnerships with different businesses including Kineo in New Zealand, the Blue Ocean Global network in America, NeuResource Group in Brisbane, Herrmann Brain Institute and Taylor and Francis in America.

What does 2020 hold for Amovita? We are in the process of developing a range of new online training programs, Mybio.life will be launched and we will celebrate our 13 year anniversary. We will publish our second supervision book, commence our office fit out. We are developing a new Internship Program offering one and two year internships for students and graduates in IT, graphic design and business. We look forward to working with you and your business this year.

Tracey Harris I CEO

# our governance framework

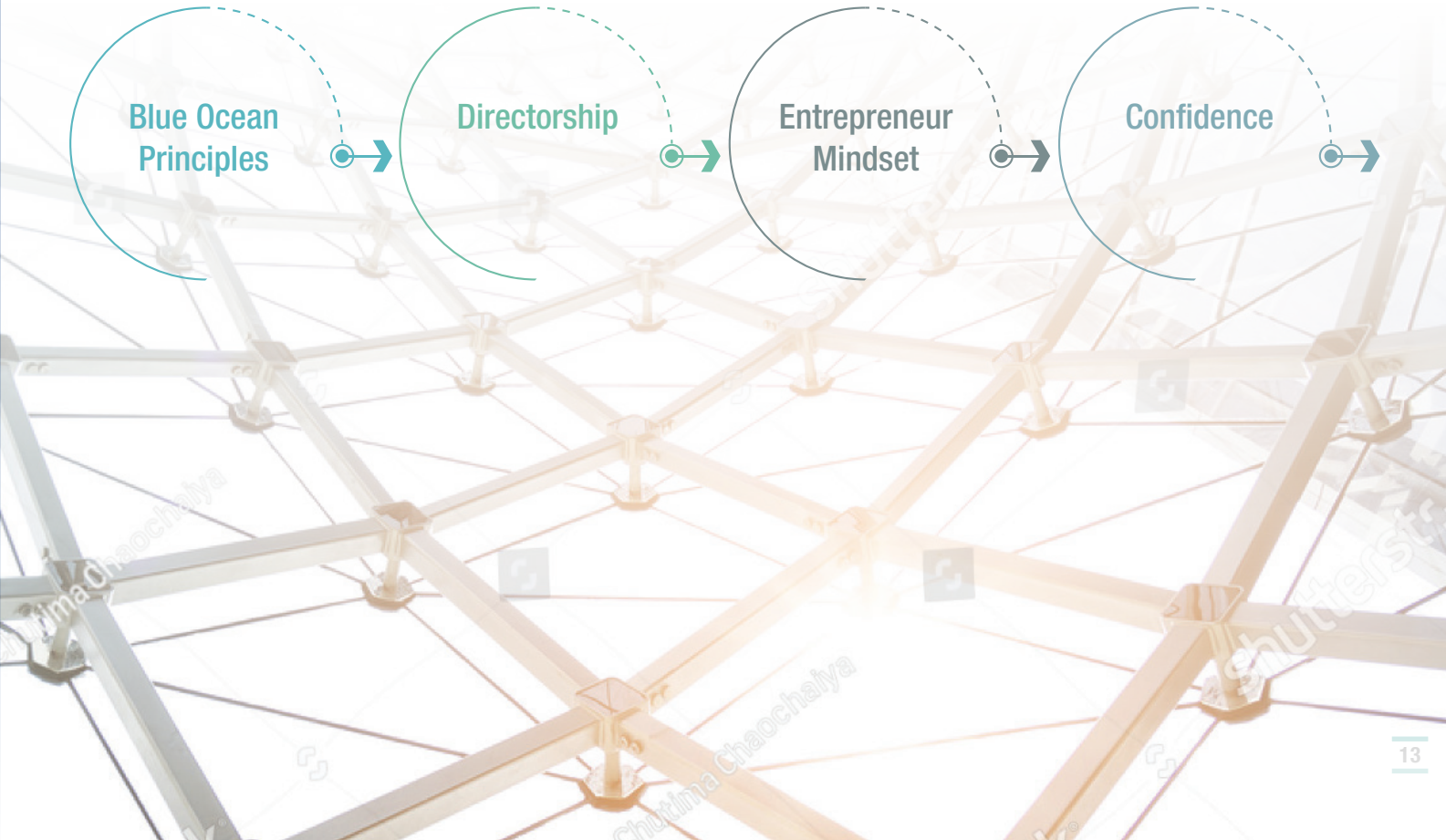
Amovita's governance and organisational governance framework is based on sound company directorship and Blue Ocean principles. Having a team that is entrepreneurial in mindset, experienced and highly experienced, allows us to draw from our expertise and talent in driving our business goals and achievements. Our business and strategic framework is robust, accountable and reportable.

Our governance and business success is managed and overseen by our ELT (Executive Leadership Team) and we meet regularly to overview the strategy and operations of the company and business in each of its business areas: Strategy, People & Values and Training. The company director provides support and direction in the ELT process and reports on the achievements of the organisation.

The Amovita governance framework is drawn from Company Directors Governance Principles. To ensure continued growth and success for our clients and team, our framework is robust, accountable, transparent and reportable. Our framework also incorporates risk management and continuous improvement through our ELT team.

In line with our governance framework, the role of the ELT and Company Director is to:

- Ensure that sound governance is maintained through our leadership team, our skills, knowledge and capability;
- Maintain fiduciary responsibilities and duties through adherence to relevant laws, legislation regulations, industrial and ethical frameworks including organisational policies and procedures;
- Develop and maintain evidenced based decision making, appropriate and professional reporting and minuting processes for all decisions made;
- Ensure the company is financially viable, solvent and sustainable to maintain its focus and growth projections;
- Monitor performance through monthly, quarterly, and annually reporting in line with our strategic plan;
- Ensure effective management of risks, assets, resources and facilities;
- Maintain optimal, effective and ethical utilisation of all company assets and resources;
- Maintain evidence of corporate and social responsibility;
- Engage positive and professional relationships with all our partners, associated and competitors; and
- Have a team that are of good character, who are honest and work with integrity.





# Our Team

Our team are amazing professionals are amongst the best in their field of expertise. They are positive in mindset, understand quality practice and have a commitment to continued growth as a person and professional. They engage in leadership and professional coaching and are highly qualified and experienced in the areas they provide professional services. We are very proud of their achievements and despite us being located all over the world, our team spirit is strong. Our talented team:

## Our Qualifications

- Associate Diploma Early Childhood
- Bachelor Arts
- Bachelor Education
- Bachelor Psychology (Hons)
- Bachelor Social Work
- Bachelor Teaching
- Certificate Dispute Resolution
- Certificate Early Childhood Education
- Certificate IV Community Services
- Certificate IV Training & Assessment
- Certificate IV Workplace Investigations
- Certificate IV Youth Work
- Diploma Community Services Management
- Diploma Fine Arts
- Diploma Indigenous Health Science (Aboriginal Community Development)
- Diploma Neuroscience Leadership
- Doctor of Education
- Doctor of Philosophy (Current)
- Hermann brain International Accreditation
- Master Arts in Indigenous Social Policy
- Master Counselling
- Master Education
- Post Graduate Certificate Domestic & Family Violence
- Post Graduate Diploma Dispute Resolution



## Professional Memberships

- Australian Association of Social Workers
- Australian Community Workers Association
- Australian Counselling Association
- Australian Psychological Society
- Hermann Whole Brain Institute (HBDI)
- Institute of Arbitrators & Mediators
- Mental Health Accredited Provider (Medicare & Department of Veteran's Affairs)
- Myers Briggs Assessment (MBTI)
- Nationally Accredited Mediator (FDRP)
- Psychotherapy and Counselling Federation of Australia

## 2019 Achievements

- Published our book our new supervisors with Taylor & Frances in New York - "Developing Leadership Excellence, A practice guide for the new professional supervisor"
- We have travelled over 150,000kms to provide services to our clients all over Australia, quite a few trips around the globe
- Provided over 13,000 hours in services and programs
- Through the Amovita Foundation we have awarded over \$15,000 in scholarships
- Provided services and programs to over 350 organisations and over 500 businesses
- We have increased the number of organisations both in Australia and internationally that we provide workplace counselling services to (EAP/WESS services)
- We have provided over \$150,000 of in-kind support to professionals and organisations
- Over 5,000 professionals have attended one of our training programs throughout the year
- We launched our new CASETM Cultural Supervision Training program and model across Australia and trained over 200 professionals and leaders
- Partnership with the Blue Ocean Global network
- Increased provision of our Train the Trainer Accreditation Program (TTT-AP) for our supervision training to be provided by organisations in house
- Added another 70 staff to our team across Australia
- Purchased an office for Amovita's headquarters Queensland





## Contact Us



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