



annual REPORT 2020

AMOVITA INTERNATIONAL

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.

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.



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



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

Amovita is committed to working with intention and purpose, have the aptitude to create our vision and have the determination to make it happen.

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Organisational Profile

Amovita International is a leader in business and management consulting. Our vision is to inspire people and business excellence. Providing consulting services over the last twenty-five years, the Amovita brand commenced in 2007. We provide a range of strategy, HR and training consulting services across Australia and Internationally..

Amovita International specialises in:



Known for our unique approach, Amovita incorporates neurosocial and Blue Ocean principles across all our services and programs.

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 quality services, talented team and responsiveness. We pride our company on a partnership model, providing clients with creative business and organisational solutions. Many of our clients receive consulting services across all of our divisions.

Amovita's team of professionals are among the best in their industry. They are proven leaders and professionals and are selected as part of our dynamic team for their commitment to ongoing professional development, acumen 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 and progressing contemporary practices.

Why Do Clients Choose Amovita International?

- Our team of professionals are highly qualified, experienced and talented.
- We support 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 creative.
- We tailor solutions to resolve organisational and business needs.
- We present well and are confident in our abilities.
- Our approaches save our clients time and resources.
- 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 the majority of services that organisations and businesses need.

Strategic & Business Consulting

Our strategic and business consulting division incorporates Blue Ocean and neuroscience principles. Having accreditation with the Herrmann Brain Institute and a member of the Blue Ocean Global Network ensures our services are innovative. Our Strategic & Business Consulting Division offers business and organisational strategy planning, executive and leadership coaching and consulting, organisational reviews and realignments.

People & Values

Our People and Values Division focuses on building resilient teams and developing organisational excellence. Our team holds qualifications in clinical and organisational psychology, business, counselling, social work and human services. We provide a range of services including EAP services including (Workplace Counselling) workplace investigations, workplace dispute resolution, critical incident responses, recruitment and we also provide an HR Advisory service.

Training

Amovita works alongside organisations and businesses to develop training specific to their needs. Our training is highly sought after as it maintains the latest evidence base and information. Offering over 100 training programs and courses, our training manuals and resources are carefully designed and developed to maximise participant's learning experience. Our manuals are printed in full colour as a valuable resource to use after the training has concluded.

Our training programs are underpinned by learning theory and neuroscience. This assists participant engagement and ensures information is transferred back to the workplace. Our extensive training program includes courses on leadership, case management, organisational excellence, the neuroscience of stress and self care, resilience, working with difficult personality conditions in the workplace, first responder accidental counselling, critical thinking for leaders, motivational interviewing. We also have a suite of training on our supervision models for leaders and managers. Please request our latest Training Directory and Calendar.



our value statements

vision Our vision is to inspire business and people excellence.

mission Our mission is to partner with our customers and clients to create and maintain workplaces that incorporates high performance principles.

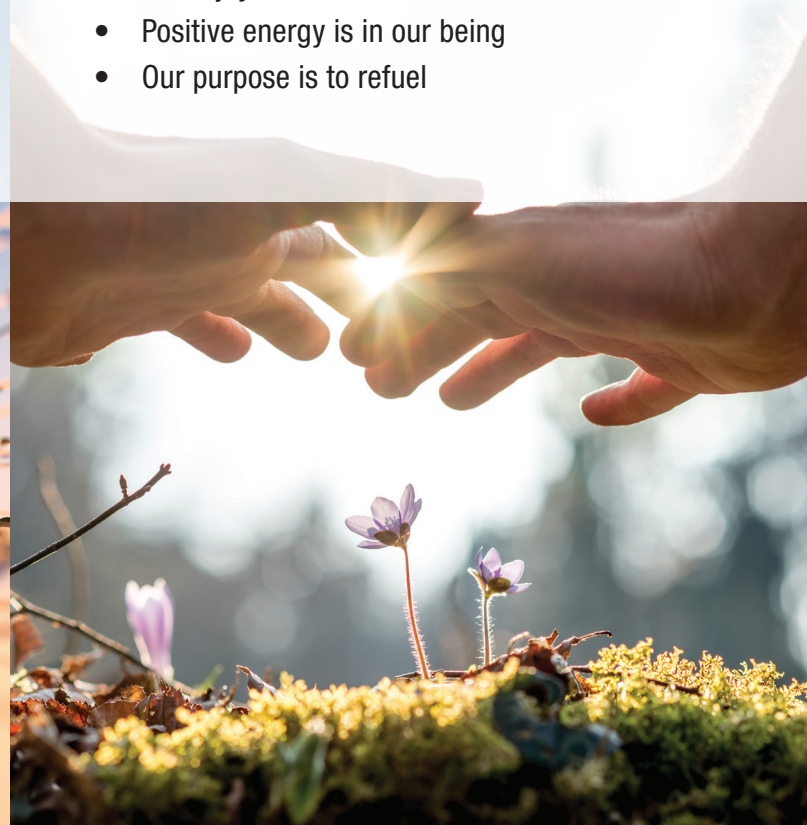
Meaningful & Intentional

- We are highly attuned to what our clients need
- Our authenticity is evident
- We create meaningful & purposeful outcomes that deliver results



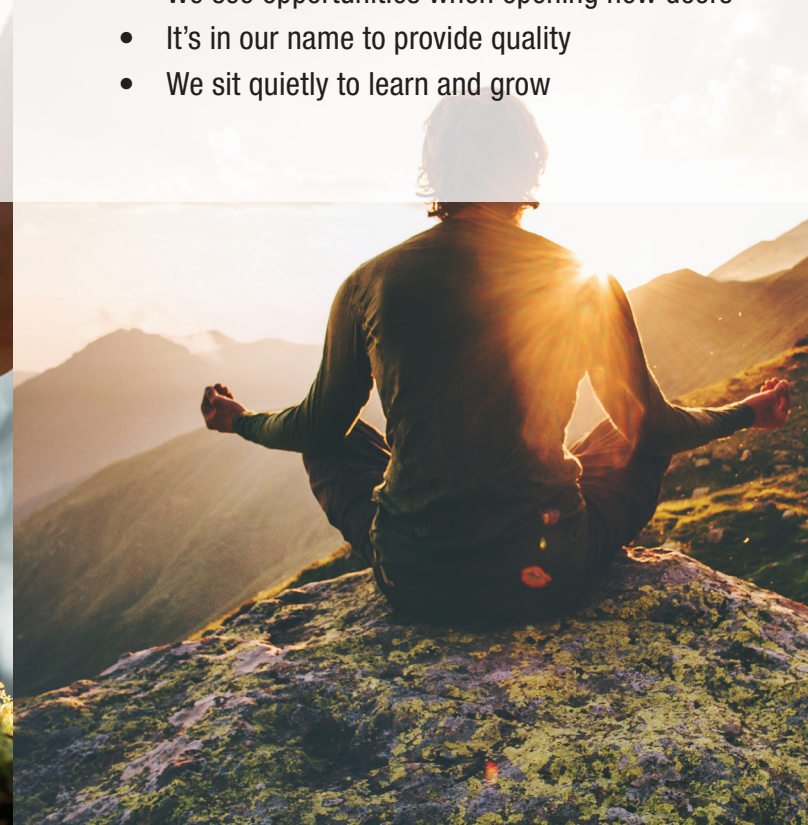
Nurture & Nourish

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



Possibility & Vibrance

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



Blue Ocean Thinking

- Collaboration & partnerships are important to us
- Our passion drives our success
- Our clients believe in what we do



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:

- Act for Kids
- Aftercare
- AJA Solutions
- AJL Heavy Equipment
- Anglicare
- Ardvaark Counselling
- ATDC
- Benevolent Society
- Blue Ocean Australia
- BPT International
- Bramaltr Property Development
- Brisbane Youth Service
- Caboolture Early Years
- Calvary Hospital
- C&K
- 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
- Federal Department of Social Services
- Gippsland Council
- Griffith University
- Headspace
- HMA & Associates New Zealand
- 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
- Prince Charles Hospital
- Queensland University of Technology
- Redhill Kindergarten
- Relationships Australia QLD
- Relationships Tasmania Australia
- Richmond Fellowship
- Royal Brisbane & Women’s Hospital
- Royal Hobart Hospital
- Salvation Army
- Save the Children
- Smit Lamnalco
- Sunpac
- Super Conscious World Hungary
- Sydney Water
- Tas Health Service
- Uniting Care Community
- University of Tasmania
- University of New England
- University of South Australia
- Wesley Mission
- Worley Parsons
- Yemaya

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
- Balboa Press
- Blue Ocean Shift
- Brad Petley Lawyers
- Bramaltr Property Development
- Commonwealth Bank
- Daniel Morcombe Foundation
- Crick Construction
- Flinders University
- Hall McMaster & Associates Limited New Zealand
- Henderson’s Accountants
- Herrmann Brain International
- Lumos Trauma Institute
- Mybio.life
- Neurocapability
- Peakcare
- Piccardi Legal
- Shelter Tasmania
- St George Bank
- Super Conscious World
- Tas Leaders Program
- Taylor & Francis
- University of South Australia
- University of Tasmania



ceo's REPORT



2020 certainly was a year like no other. It was a year that tested us all. It was a year of introspection and new learning. I have developed a vision board every year since 1997 and at the end of 2019 I found it challenging to complete not knowing why. I started it, stopped it and then picked it up again. My vision board for 2020 ended up being about reflection and taking time out to focus on self. It ended up being a highly successful year given the circumstances.

Like many other organisations and companies, Amovita had a busy 2020. We gathered ourselves in March and within two weeks we had developed our helpful 6 week Mastering Vicarious Stress program. Our first program was attended by near 400 organisations and professionals. The feedback from this program was overwhelmingly positive about the information we provided, tools and assessments that organisations and businesses could use during this trying time.

It has not been a year to travel to our clients, but like most workplaces, we had to realign the way we worked. Whilst we have been providing consulting services and programs on line for many years, we still had to change the way we delivered services across Australia.

We hope you enjoy a snapshot of our 2020.

- Our Director of Clinical Services & Programs Elyse Leonard travelled to Victoria and was not able to return for just over 3 months. She continued to undertake her role highly successfully. Given her travels she was required to isolate twice during 2020
- We sold our office and moved to another space in the complex we work

- Our new Administration Officer Courtney commenced with us later in 2020
- We migrated from one bank to another. I mention this as a success as many will know what a huge job this is, taking about 4 months
- We have created four new websites for our different organisations
- The Amovita Foundation provided over \$442,000 to different professionals, organisations, student placements, causes and communities
- We published our second supervision and leadership book through our publishers Taylor & Francis in New York
- We were invited to write book chapter contributing to an international book on supervision that will be published early this year. It has 51 chapters from 53 contributors
- We published an article in a national journal on our CASE Yarn Up Time training of which has been viewed thousands of times
- We provided over 210 days of training this year
- We worked with over 300 organisations, businesses and companies
- We provided over 6500 hours of service
- We welcomed over 100 new clients to our services
- We increased our EAP contracts
- We provided placements to 23 students from different universities across Australia
- We received over 62,000 emails
- Two of our team moved houses
- We offered training from over 100 training programs and courses

- Oh, and yes we rebranded our logo.

One of the projects we worked on in 2020, was the development of a new App and organisation. I am enormously proud of this new organisation called Mybio.Life and we look forward to launching it in the first half of 2021. It is a central collection point for the storage of life documents and important information to ensure things are easier after a loved one passes away. Having had this experience, my children asked me to do something to help everyone, so I have. In this App, you can upload photos, music, input insurance and life document information, your Will, Eulogy and many other things to support your partner, family and loved ones for the future. It allows people to focus on grief and loss rather than scrambling to know what music to play, what photos to show and where important information is. We are currently in the testing phase, so I will be announcing when it is uploaded to the Apple Store and Google Play. Stay tuned and get ready to download.

In 2020 we developed a range of new training programs. We have developed a two day training on how to work with different personality conditions in the place, Transactional Analysis and Brain Waves and Mastering Vicarious Stress. Great training so check out 2021 Training Directory and Calendar to see what training is useful for you and your workplace this year. We provide training on line and in person so you have plenty of choice about how to participate in any of our training courses.

This year we published an article on our CASE Yarn Up Time supervision training and model. After extensive research being conducted about better supporting Aboriginal and Torres Strait Islander leaders and non-indigenous managers and supervisors in their role, there was certainly much more that needed to be done. This article has been enormously well received and we have been approached by many other publishers to take this article and publish it further.

The Amovita Foundation is critical in our organisation. We work every year to ensure we have a large range of consulting services and programs, but also give to worthy causes as part of our Corporate and Social Responsibility. The Foundation supports the development of future leaders, funds innovation, supports students and assists those professionals that need to attend different training but cannot fund it. Having access to quality training, education and coaching is crucial.

What does 2021 hold for Amovita? A year of kindness to each other, developing new training, launching Mybio.life and celebrate our 14 year anniversary. I will continue to progress my PhD, I have written a crime thriller trilogy inspired by a true start and book one will be published this year with Balboa

Press. We will be starting a brand new project our Global Supervision & Leadership Institute as the leading Institute globally, developing our Internship-ship for graduates and students in IT, graphic design and business. We are about to start a new group of professionals in our Supervision Accreditation Program and launch our new Pastoral Supervision Model and training starting in Cairns in January.

We look forward to working with you and your organisation or business this year as Amovita continues to bring innovative and quality consulting services and programs across Australia and Internationally.

Thank you for your support of us and our team, valuing what we do and our commitment to you. Thank you to our amazing team, our executive team, our partners and affiliates. Best wishes for 2021, I hope it is a little smoother than the last.

Tracey Harris | CEO

Our Governance Framework

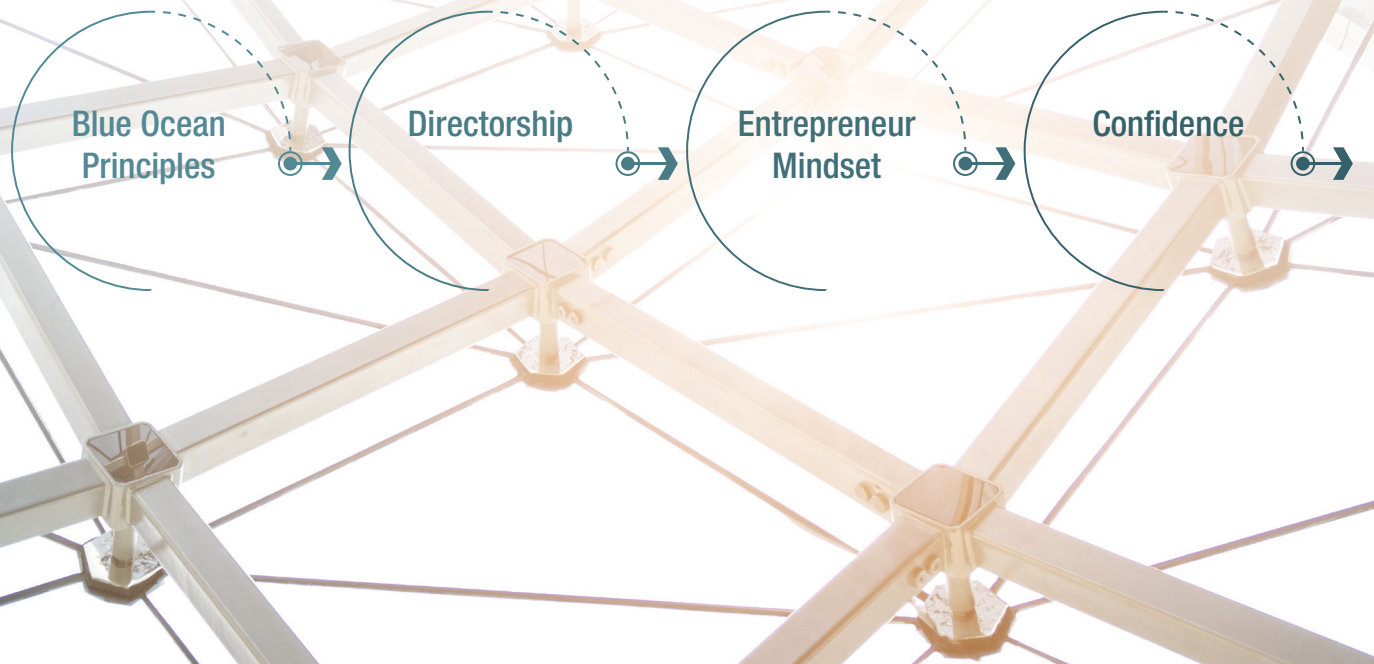
Amovita's governance and organisational governance framework is based on sound company directorship and Blue Ocean principles. Having a team who have an entrepreneurial mindset, allows us to draw from our expertise and talent to drive our business goals and achievements. Our business and strategic framework 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 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 and legal responsibilities 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 our organisation 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 and competitors; and
- Have a team that are of good character, 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 proud of their achievements and despite us being located all over the world, our team spirit is strong.

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
- EAPAA Employee Assistance Professional Association of Australia
- 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



contact DETAILS

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