

Profile

Richard Branford State Manager, South Australia

Specialisations:

- Psychological assessment in selection & development
- Selection process design and support
- Executive appointments - decision-maker support to senior management
- Career management/ career transition consultancy
- Organisation development strategy and solutions
- Executive coaching
- Leadership and team development, especially at senior management level.

Experience & Clients :

Richard joined Lee Hecht Harrison in 2004, and has 20+ years experience in management consulting. Prior to joining LHH, Richard was a Director of a successful Adelaide organisation development business, servicing customers in SA, nationally and overseas. Before entering the consulting field, Richard was employed as a Counsellor and Welfare Officer with the University of Adelaide.

His professional experience is in:

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| ✓ Psychological appraisal and counselling. | ✓ Executive coaching & talent management. |
| ✓ Group and individual assessment and development. | ✓ Staff selection & career development. |
| ✓ Outplacement/ career transition consultancy, career planning and management. | ✓ Organisation development including performance management, culture survey, training needs analysis. |
| ✓ Assessment centre methodology. | ✓ Leadership and team development, especially at senior management level. |

Richard is an expert facilitator and provided support to Issues Deliberation Australia as part of the Deliberative Poll on the constitutional referendum held at Old Parliament House, Canberra. He has a “hands on” understanding of the process of team work and leadership gleaned from 15 years experience with the Australian Army, in which he has served as a Commissioned Officer on a part-time basis. Richard has worked at all levels within numerous organisations in both the public and private sector.

Qualifications:

- BA (Hons) Psych
- Grad Dip Psych Prac
- Cert IV in Workplace Training & Assessment
- Member, APS College of Organisational Psychology
- APS Interest Group in Coaching Psychology
- Registered Psychologist (SAPB)