

Ms Rowena Mabbott

Senior Consultant

BA (Psychology & Business Law), Macquarie University 1999



Background

Rowena is a General Human Resources Professional with 15 years experience in a variety of HR and line roles undertaken across a range of organisational types. Rowena worked at Telstra as an HR Manager for 8 years and since then has worked in a number of roles including Sales, Administration and providing HR Consultancy for small and large companies as well as not-for-profits.

Rowena has a range of experiences across a number of key HR competency areas. Of particular note is her experience with successful cultural change programs including work/life balance initiatives, working with both large and small teams from Executives to entry level staff. Additionally, she has experience leading a team providing strategic organisation development, which included organisation design, talent identification, management, retention and succession planning.

Rowena has also undertaken non-HR roles within business, including managing projects encompassing product management improvement, process change management and technology.

Experience

- Organisational Development (Skills and Knowledge for Future Organisational needs, Talent Management Programs)
- Merger and Acquisition due diligence (HR focus, contracts, policies, industrial relations)
- Organisational Architecture and Design (Organisation Structure, Work Value, Job Descriptions)
- Recruitment (CEO to Graduate)
- Orientation and Induction (Program development)
- Cultural change programs (Development and Implementation)
- Work/Life Balance Programs (Facilitation and Implementation)
- Development Programs (Devise, Facilitate and Implement Graduate Rotation Program, Middle / Senior Manager Development Program)
- Project Management (including projects covering Product Management, Process Improvement, Industrial Relations)
- General HR (Business Partner with Executives and managers, covering all Staff Management, Performance Management and Development, Contracts, Industrial Relations etc)

Sector Experience

- Telecommunications
- Sales and Customer Care
- Product Management and Marketing
- Information Technology
- Not-for-Profits (Professional Associations, Medical, Community Preschool)