



**ILP Fellow (CLDP)  
MNSAA; MAHRI, MIPPA**

**Experience Summary**

Peter has been training business and corporate professionals in Australia since 1994. His expertise in leadership and management development has inspired 100's of managers and teams to be better at what they do for their organisations and themselves.

He commenced his career in the financial sector, then manufacturing and marketing with Coca-Cola Amatil, before establishing E-Cue Pty Ltd in 2000. [www.ecue.com.au](http://www.ecue.com.au)

Passionate about continuous personal development and adult education, Peter actively engages, challenges and inspires his audiences to have a go. Described by some of his clients as a "low maintenance" facilitator, Peter consistently delivers successful learning programs. His services are in constant demand, which is testimony to Peter's capability.

**Areas of Expertise**

- Leadership and Management: Program design, delivery and assessment
- Supervisor and Frontline Manager Training: Skills and Certification based
- Strategy Planning and Execution
- Cultural Transformation – Top Down: It can happen if it is done properly
- Team Development. Safety.
- Human Resources Management
- Personality impacts in the workplace and conflict resolution

**Industry Experience**

- Manufacturing, Mining, Construction, Engineering
- Transport & Logistics, Aviation, Finance
- Energy & Water Utilities, Telecommunications
- Federal, State & Local Government

**University, Training & Industry Qualifications**

- Graduate Diploma Human Resource Management
- Bachelor of Behavioural Science (Psychology)
- Certificate IV Workplace Training & Assessment
- DDI - Master Trainer & Targeted Selection Accredited Trainer
- DiSC Behavioural Profiling – Accredited
- Myers Briggs Type (MBTI) – Accredited
- Personality Compass Type Indicator (PCTI) – Accredited
- ILP Certified Learning and Development Professional (CLDP)

## Career Achievements

- Ground up development and facilitation of K2 Conquering Leadership, and Kosciuszko Management Preparation Programs for a major international organization. This project commenced four years ago and is flagship development programs in this organization.
- Wrote and facilitated Best Practice Human Resource Management Program for Executive level delegation from Malaysian Industry.
- One of his major achievements was playing a part in transforming the culture at Coca-Cola Amatil Qld from an adversarial, blue-collar unionized environment, to a team performance inclusive culture. That plant has been and still is one of the best performing Coca-Cola Amatil manufacturing operations in terms of profitability, capital utilization and conditions of employment. It is also a benchmark in Australian Industrial Relations of how to develop effective and productive workplace relationships. It can be done!
- Delivered work for high profile organizations including:



## Testimonials

"Peter was one of the best employee relations managers that Coca Cola has ever employed. Peter would always make time to talk through any problems that you were having and then went about the task of fixing your problem if possible. Have great regard and respect for him. Gary Cooper." *August 16, 2009 Quality controller, Coca Cola Amatil*

"In the time I have known Peter he has always approached his work with the highest degree of professionalism. Peter is an engaging and energetic individual who brings with him a wealth of experience." *July 27, 2009 David Abercrombie, Sales Manager, Coca-Cola Amatil*

"During the years we worked together I learnt a great deal from observing Peter. His thoughtfulness, patience and enthusiasm all earned my respect. But it was his genuine dedication to being a great leader that most inspired me, and remains with me.

Peter's passion, humility, authenticity and dedication to continuous learning help make him a great leader. His spirited approach and good humour make him great company. Together, these qualities make him an outstanding trainer.

I wholeheartedly endorse Peter and his work." *September 29, 2008 Danielle Rodgers, Employee Relations Administrator, Coca Cola Amatil. reported to Peter at Coca Cola Amatil*

"Pete's by far the best Management Development consultant I have worked with. He's personable, intelligent and extremely accommodating to work with. He knows leadership and how to impart leadership knowledge to a diverse range of people and across many diverse industries." *December 2, 2009. Top qualities:* Great Results, Personable, Expert  
John Wood, People Development Manager, Corporate. Laing O'Rourke hired Peter as a Business Consultant in 2000, and hired Peter more than once

"Peter was a very effective HR Manager at a time of considerable change and achievement at Coca-Cola Amatil (Qld). He had a central role in the change management process required to establish a new era of work organisation (team of teams) at a Greenfield site. His personable style and keen human insight made him a very effective advisor for the management team on strategies to maximise productivity. He was also a popular trainer and was sought after to facilitate business planning sessions. Peter was a trusted mentor for me when I was a young manager." *August 29, 2009. Mark Armstrong, Demand and Operations Planning Manager, Coca Cola Amatil*

worked directly with Peter at E-Cue Pty Ltd

"Peter has facilitated leadership and team building workshops for me. Peter is a very engaging facilitator and relates well with trainees." *August 2, 2009. Top qualities:* Personable, Expert, High Integrity. Kerri-Anne Pearson, Organisational Development Co-ordinator, Energex hired Peter as a Facilitator in 2004, and hired Peter more than once

"Peter was the instructor for my Diploma of Management course through Chifley Business School. I found Peter to be extremely knowledgeable about all subjects covered through the course and was very open and willing to help outside of the classroom. He has an extremely approachable manner and is willing to put the effort into the students to ensure that the learning's can be adapted to the real world. Peter had a passion for what he was teaching and this reflected in the quality of work produced by students within the course. It would be a pleasure to have Peter as an instructor in the future and I will continue to use Peter as a source of assistance to achieve my own personal goals." *July 28, 2009. Brian Lewis, OTP Recovery Programme Manager, Virgin Blue*

"Peter was hired to complete some internal sales training for our Sales team. Peter had the day very well structured, and kept the team involved during the day. When the opportunity arises we will utilise Peter's skills again." *July 27, 2009. Top qualities:* Good Value, High Integrity, Creative  
Brett Elder, Commercial Manager, Teachers Union Health. hired Peter as a Personal Trainer in 2008

"Peter's Training delivery was both interesting and informative. He is a very knowledgeable man with great work/life experiences that make him an above average presenter and educator. I would recommend Peter to others who may be interested in engaging him as a trainer." *July 27, 2009 Top qualities:* Expert, High Integrity, Creative. GOLLNER Liz (Nq), Ergon Energy hired Peter as a Management Development Trainer and Facilitator in 2008

