

# ThinkEvans

CAPABILITY  
STATEMENT

5TH EDITION  
JULY 2011

ORIGINAL  
AUGUST 2004



Complementing her legal background (most recently, commercial and contracting, and some employment law matters) Tanya has developed expertise in strategic analysis and problem solving, building strong client relationships and project management for real results. Her MBA provided the vehicle for further

development of both quantitative and qualitative analytical skills, a deeper expertise in strategic human resources, organisational change and employee engagement.

Tanya marries a 'big picture' perspective with careful analysis of operating detail to achieve results. Her signature ability is to grasp

complex concepts (organisational, industrial, legal, political) and to communicate solutions in an appropriate, well-structured and timely way. Not at all shy of a challenge, Tanya is a co-author of most of the reports produced by ThinkEvans and takes the lead on Gen Y and franchising.

## Tanya van der Wall

MBA Grad Dip PR BEc/LLB

**ROLE:** Principal Consultant  
**SINCE:** 2004  
**BASED AT:** Warriewood, Sydney, Australia  
**ORIGINALLY:** lawyer  
**LATELY:** leadership team development, good governance, strategic research, decision making for impact  
**COFFEE:** low maintenance skim latte!  
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## EDUCATION

Master of Business Administration  
Australian Graduate School of  
Management (University of New South  
Wales), 2003  
Focussed on organisational change,  
strategic human resource management  
and strategy

Graduate Diploma in Public Relations  
Deakin University, 2000  
Focussed on internal communications  
and crisis management

Bachelor of Economics/Bachelor of  
Laws  
University of Sydney, 1994  
Major in Government



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## Career Synopsis

After early career roles as a litigation consultant at the Australian Securities and Investments Commission, and as a Judge's Research Associate in the Family Court of Australia, Tanya entered private practice. Building her practice in two boutique firms, Tanya advised clients across many industries including financial services, property development and construction, retail, professional services, and hospitality. She was responsible for initiating, designing and implementing an organisational change program in the law firm to enhance communications and work processes for greater efficiency and staff effectiveness.

From this experience, Tanya discovered a new passion for people strategy and she successfully completed the Master of Business Administration at the Australian Graduate School of Management and the Stern School of Business at New York University.

Following full time studies for her Masters in 2002/2003, Tanya has been a senior consultant in the ThinkEvans team since 2004 in a "slash" career that also saw her continue legal practice with David Begg and Associates. With her leadership role now at ThinkEvans, in 2011 Tanya has become joint team leader and puts her full focus on work with ThinkEvans.

Tanya takes the lead on the majority of human resources related issues, and has proven instrumental in devising solutions that are elegant in the context and circumstances.

## Selected Prior Career Achievements

### Senior Lawyer, David Begg and Associates (2004 - early 2011)

- Specializing in commercial law and intellectual property, client engagements spanned new businesses and those experiencing fast growth, covering corporate/governance structures, employment contracts, work practices to manage risk, protecting intellectual property and general legal compliance.

### Senior Lawyer, Bowring Stone Lawyers (2000 - 2002)

- Legal advisor to \$2 billion commercial and industrial property development company engaged in aggressive property development acquisition process with over 10 successful transactions taking place in 12 months.
- Represented large number of blue chip private clients in legal disputes resulting in satisfactory commercial and personal outcomes.
- Drafted and negotiated policies for technology protocols, initial knowledge management systems, confidentiality issues, file and risk management and initiated and chaired regular practice meetings.

### Lawyer, Perkes & Stone Lawyers (1997-2000)

- Advised large number of SMEs on commercial contracts including mergers and acquisitions of businesses, franchising agreements, employment contracts, shareholders agreements.
- Engaged in extensive industry and corporate analysis for client company to advise on commercial and legal implications of strategic growth decisions.

### Research Associate, Family Court of Australia (1996)

- Researched and analysed large litigation matters including complex tax, bankruptcy and property issues and assisted the senior Judge to prepare for hearings and appeals. Prepared early drafts of judgements and case summaries for publication in law journals.