



Capability Statement - Tanya van der Wall

OVERVIEW

Beginning with over eight years in the legal profession, Tanya has developed an expertise in strategic analysis and problem solving, building strong client relationships and extensive project management skills. Her MBA studies provided the vehicle for further development of quantitative and qualitative analytical skills in organisational strategy and a deeper expertise in strategic human resources, organisational change and employee engagement. Her years of association with ThinkEvans have built on this foundation with successful strategic projects for clients spanning several industries and ownership structures.

Tanya's clients value her ability to view issues from a 'big picture' perspective, and then to carefully examine and provide analysis of the detail to achieve results. Her signature ability to grasp complex concepts and to communicate solutions in an appropriate, well-structured and timely way is a key factor required of a successful consultant. Her tertiary qualifications in corporate communications/ public affairs add another dimension to her understanding of the challenging industry, organisational, legal and political contexts within which businesses operate.

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 a diverse client base across many industries including financial services, property development and construction, retail, professional services, and hospitality. She was also 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.

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Following full time studies for her Masters in 2002/2003, Tanya has been a senior consultant in the ThinkEvans team since 2004. Her expertise in unravelling multi-dimensional management issues has proven to be a perfect fit over the course of many substantial client engagements, in particular as the principal team member for the Inspector General of the Australian Defence Force project on measuring military justice outcomes.

Tanya has also played a pivotal roles for clients including with the Australian Business Foundation, the NSW Department of State & Regional Development, Contiki Holidays, Nuance Group (Australia), the Sisters of Mercy, CSC Australia, Catholic Healthcare Ltd, Department of the Environment & Heritage, the Defence Teaming Centre in South Australia and the Australian Communications Industry Forum (now the Communications Alliance).

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. She is valued by team members and clients alike for her abilities in probing organisational complexity, for seeing beyond the square and for distilling complex issues into soluble problems.

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SELECTED PRIOR CAREER ACHIEVEMENTS

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

- **Project management:** legal advisor to \$2billion commercial and industrial property development company engaged in aggressive property development acquisition process with over 10 successful transactions taking place in 12 months.
- **Negotiation strategy:** extensive negotiation and analysis process for each transaction enabled timely and cost effective completion of all legal and commercial transactions.
- **Consultancy:** advised and negotiated development of two concept cafes within redeveloped MLC 'Campus' commercial building at North Sydney.
- **Advocacy:** represented large number of blue chip private clients in legal disputes resulting in satisfactory commercial and personal outcomes.
- **Organisational change:** during a turbulent time at the commencement of a new legal practice, initiated, designed and implemented strategic plan for the firm including extensive consultation process with professional and support staff, designing communication process to improve efficiency and quality of service delivery.
- **Policy and process:** 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)

- **Contract negotiation:** advised large number of small and medium enterprises in relation to all commercial contracts including mergers and acquisitions of businesses, franchising agreements, employment contracts, shareholders agreements.
- **Research and due diligence:** 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)

- **Research and analysis:** accurately researched and analysed large litigation matters including complex tax, bankruptcy and property issues.
- **Management:** through extensive organisational and communication skills, assisted the senior Judge to prepare for hearings and appeals.
- **Report writing:** prepared early drafts of judgements and case summaries for publication in law journals.

Litigation paralegal, Australian Securities and Investments Commission (then ASC), (1994)

- **Research and analysis:** within litigation team, prepared databases of evidence for large corporate litigation matters including breaches of directors' duties, etc.
- **Process redesign:** analysed and redesigned solutions for responding to calls on telephone advice line, including redesigning referral system and preparing database of frequently asked questions resulting in significant reduction in research duplication.



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Not-for-Profit Community Strategic Projects

- Change/restructuring consultant, Rotary Club of Sydney (2003).
- Following analysis of administrative responsibilities and Club projects, restructured roles and responsibilities of office manager and club committees, and developed knowledge management and communications program to ensure appropriate implementation of changes. Mentored and trained new office manager in new processes.

TERTIARY 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.