

# Deborah Nanschild

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## Qualifications

Doctor of Philosophy, Deakin University; thesis submitted April 2011

Thesis: *Values Inquiry into Leadership Development in the Australian Public Service*

Master of Arts, University of Adelaide, 1997

Thesis: *Women's Perceptions of Wilderness Experiences in Women-Only Settings*

Graduate, National Outdoor Leadership School, Alaska, USA, 1984

Bachelor of Education, University of Adelaide, 1977

## Professional Qualifications

Certificate IV in Training and Assessment, IMPACT Learning and Development, 2011

Myers-Briggs Personality Type Indicator, Step I, ACER, Melbourne, 1998 (Psychometric)

Myers Briggs Personality Type Indicator, Step II, CPP Asia Pacific, 2008 (Psychometric)

Kirton Adaption-Innovation Inventory, KAI Centre, U.K. 1998 (Psychometric)

Team Management Index, Window on Work Values & 360 degree Leadership Linking Skills, Team Management Systems, Brisbane, 2000 (Psychometric)

## Awards

Prime Minister's Award of Merit, 1995

For: *Implementation of WomenTrek to celebrate the centenary of Women's Suffrage in South Australia*

Australian NGO Delegate, United Nations Women's Conference, Beijing, China, 1995

Ministerial Appointee, National Outdoor Recreation Leadership Development Training Board, 1992-4

## Experience

### From 2006, Executive Director, Centre for Leadership Excellence, Canberra

Established consultancy in Canberra. Manage consulting / coaching / training / leadership development / strategic planning services for 30 government departments, 7 private sector companies, 4 not-for-profit organisations and 6 universities (inc Auckland) to date. Lead teams of up to 8 consultants on commissioned work to provide integrated solutions. Conduct transformational leadership programs for APS senior executives, business owners, CFOs and CEOs. Facilitate Leadership Masterclasses for Australian Tertiary Education Management (ATEM) network.

### 1999-2005, Managing Director, School of Leadership Training, Canberra

Consolidated education consultancy. Created, developed and evaluated over 12 national accreditation courses, trained staff and undertook organisational reviews. Led and supervised teams of educators in delivery of university subjects. Managed implementation of 2001 NSW Forensic Procedures Act, provided high-level strategic advice and coordinated Inter-Departmental Committees.

### 1998-1999, Senior Consultant, People First International, Canberra

Delivered significant leadership and change management programs at all levels throughout the Australian Public Service. Coached groups of senior executives and managers in their leadership development. Several current Secretaries of Departments were recipients of these programs.

### 1991-1996, Managing Director, Women of the Wilderness Australia, Adelaide

Founded outdoor recreation and ecotourism enterprise. Instigated, designed and coordinated programs, events and experiences from half day to several weeks in duration, nationally and internationally. Trained and accredited outdoor leaders. Conceptualised & coordinated major 3-month outdoor event involving over 1,000 people. Lectured in Women's Health and Lifestyle, University of Adelaide.

### **1974-1991, Senior Advisor and Teacher, SA Education Department**

Coordinated 4 subjects. Led teams of teachers and whole school communities through innovative change. Managed within a complex and demanding environment. Senior Advisor in Girls Education for SA.

### **Publications and recent conference presentations**

Nanschild, D. (2009). "Taking a Values-Based Approach for Excellence in Ethical Leadership." Ethical Leadership and Governance in the Public Sector Conference, Canberra

Nanschild, D. (2008). "Explicating Values as the Epicentre of Public Sector Leadership for New Times: Putting the 'V' Factor back into the Australian Public Service Values Framework." The International Journal of Knowledge, Culture and Change Management, 8(6): 131-140

Nanschild, D. (2008). "Leading from Values" in Warren Bennis (ed) Leadership Excellence, 25: 19

Nanschild, D. and H. Davis (2007). "The 'V' Factor: Thinking About Values as the Epicentre of Leadership, Learning and Life." The 13th International Conference on Thinking, Norrkoping, Sweden, Linkopings Universitet

Nanschild, D. (2007). "The APS Values and the Missing 'V' Factor." Institute of Public Administration Australia Conference, Perth

Nanschild, D. (2007). "Values as the Epicentre of Management and Leadership." Australian Institute of Management, Canberra

Nanschild, D. (2005). "Case study: The Australian Public Service Context." Team Management Systems Case Studies Collection, D. McCann and N. Mead (ed). Brisbane, Team Management Systems: 1 - 4

Nanschild, D. (2004). "Librarians: an Endangered Species." Australian Government Libraries & Information Network, Canberra, AGLIN

Nanschild, D. (2002). "Enhancing situated learning in the NSW Police Service." ECV712 Situated Learning at Work. Geelong, Deakin University: 15p

Nanschild, D. (1997). "Women's perceptions and experiences of outdoor education." Catalysts for Change: 10th National Outdoor Education Conference. Sydney, Australian Outdoor Education Council

Nanschild, D. (1995). "Wild Women Never Get The Blues." Women of the Wilderness Australia (video)

### **Professional Associations**

President, ACT Division, 2003-5 & Director, National Board, 2003-4, Aust Institute of Training & Developmt  
Member, International Leadership Association  
Member, Australian Association for Professional & Applied Ethics