

Biodata of Bill Synnot

Personal Background

- CONTACT DETAILS:** **Business** - Managing Director, Bill Synnot & Associates,
Level 18, 300 Queen St., Brisbane, QLD, 4000
Phone: 0418 196 707 Fax: 07 3399 7041
Skype: bill.synnot Email: rp000073@a1.com.au
Web page: www.billsynnotandassociates.com.au
Private - 15 Hipwood St., Norman Park, Qld. 4170
- NATIONALITY:** Australian
- QUALIFICATIONS:** B. Ag. Sc., Adelaide University
B. Econ., Adelaide University
- FURTHER STUDIES:** Candidate for Master in Economics (Adelaide University);
Politics 1 & 2 (Adelaide University);
Japanese Business Studies (SAIT);
Financial Management for General Managers (AIM);
Total Quality Management (Aust. Quality Council);
Certificate IV in Workplace Training (Category 2)
- AREAS OF EXPERTISE** Change management, executive coaching, organisational reviews,
facilitation, cultural diversity, creative thinking skills, planning, etc
- WORK EXPERIENCE:** Fiji, Hong Kong, Japan, Philippines, Saudi Arabia, Thailand,
(outside Australia) Afghanistan, Europe and USA
- CLIENT LIST:** Bill Synnot & Associates have over 350 world-wide client in the
following sectors, ie private (including global, multi-national,
national, regional, local, family and corporate), public (including
local government), co-operatives and non-for-profit
- PUBLICATIONS:** Co-authored a book entitled “**The Toolbox for Change: a
practical approach**” and has regularly published in professional
journals
- SOME OUTSIDE
WORK ACTIVITIES:** Norman Park Primary School P & C; Beef 2002 Marketing c’tee;
CPA workshop c’tee; Ambassador for the Year of the Outback
(2002); Meals on Wheels (volunteer & c’tee member)
- MEMBERSHIPS:** Aust. Inst. of Management; Aust. Inst. of Management Consultants;
(past and current) Aust. Inst. of Ag. Sc. & Techn. (accredited CPAg - Stage 3 as
leading professional); Aust. Human Resources Inst.; Aust. Thai
Business Assoc.; Aust. Soc. of Animal Prod.; Aust. Inst. of
Company Director; Trustee of CEDA; Soc. of Business
Communicators (Qld); Australian Facilitator’s Network
- FAMILY:** Married with 2 teenage sons
- INTERESTS:** Family; reading; walking; sport (in general); yoga; multi-culturalism;
doing things differently

Professional Background

Summary

Bill grew up in rural Australia on a mixed farm (dairy/beef/fat lamb/potato/corn) in Victoria and then a sheep (wool) and cattle (beef) property in the south-east of South Australia.

Bill has around 35 years of “hands on” managerial and consultancy experience in Australia and internationally (Middle East, Japan, Asia, Europe, USA, Pacific, New Zealand and Indian sub-continent) in private (including co-operatives), public (including universities), professional, local government and not-for-profit sectors (including local, regional, national, multi-national and global organisations, and listed and unlisted public/private companies).

In addition to living and working overseas, he has lived and worked in regional, rural and remote areas in Australia, such as Mt Macedon (Victoria), Moree (NSW), Keith (SA) and Tennant Creek (NT).

Bill was an **Australian Government registered consultant**, ie as a *licensee* for operational improvement, and as a *general* for marketing, strategic and business planning, and he was a registered international consultant with **AusAID, World Bank, FAO & ADB**.

Recently being invited to register with the Queensland Government "Mentoring for Growth" program

In 1993 Bill started his own consultancy firm (Bill Synnot & Associates). He has links with most of the major consulting groups in Australia and was a founding director of the Aurora Consulting Group. Aurora's vision is

“...integrating diversity for the future...”

In Aurora's first year of operation, it was named by Business Queensland (1998), as one of the top management consultancy organisations in Queensland.

Bill is recognised as one of Australia's leading authorities in **change management** (including changing behaviours, organisational and cultural transforming, transition, renewing, reinventing, recreating, revitalising, repositioning and the human journey of change). He has co-authored a book on change management entitled **“The Toolbox for Change: a practical approach”**

Furthermore, he specialises in:

- **executive coaching** and **mentoring** (including cross-cultural)
- **facilitating workshops**
- **facilitating planning** (scenario, corporate, strategic and business)
- **conducting organisational reviews**
- **making futurist predictions**
- **developing the team concept of management**
- **conducting feasibility studies**
- **training and staff development**
- **improving corporate management**
- **conducting institutional strengthening**
- **facilitating networked breakfast meetings**

- **developing creative thinking skills**
- **developing strategic alliances and partnerships**
- **facilitating cultural awareness studies**
- **goal setting**
- **conducting market research and surveys**
- **facilitating community development**
- **investigating wealth-creating opportunities and financial planning**
- **chairing meetings (from Board level down)**
- **writing as a columnist, co-authoring a book and publishing in professional journals**
- **giving presentations** (including international and professional forums) on topics such as
 - change management
 - relationship building
 - strategic & business planning
 - corporate strategies
 - handling cultural diversity
 - customer interface
 - global issues for the next millennium
 - developing creative thinking techniques
 - alliance/partnership development
 - talent management
 - managing upwards

In addition to his consulting roles, Bill has held **senior management positions in Australia and internationally**. As a result, his approach is **based on “hands on” experience and organisational change through people**, with a focus on

- **“greenfield” or start-up organisations;**
- **traditional, hierarchical organisations attempting a significant change program;**
- **merging of different cultures;**
- **change programs that have stalled or “gone off the rails”.**

Since 1996 he has regularly conducted public **workshops on successful change management/organisational transition** for chairpersons/directors/CEOs/senior management in Sydney, Melbourne, Brisbane, Canberra, Adelaide, Auckland and Suva (Fiji). Some workshops were conducted in partnership with **Bond University’s Centre for Executive Education, Clayton Utz, KMS Training, Training & Productivity Authority (Fiji), Asian Productivity Organisation (Japan) and Polson Training**. Representatives from over **300 leading organisations** (Australian and International) from all sectors have attended and benefited from this workshop. Many organisations have sent multiple representatives on repeat occasions. Bill has been invited to present at seminars/workshops on change management, outside Australia, in **Philippines, Fiji and Singapore**. Furthermore, organisations like **QBE, SMS Consulting, Queensland Treasury, Housing Authority (Fiji), Fijian Electricity Authority, Thomson, Australian Vinyls, TAFE NSW – New England Institute, Lifeline, Prospect Consulting, Opticon, Golding Contractors, Charles Sturt University, National Fiji Provident Fund, Telecom Fiji Limited**, etc have utilized his in-house workshops on successful organisational transition and associated matters.

He has published on a range of topics including Change Management, Impact of Global Issues, Strategic Planning, Cultural Diversity, Time Management and Talent Management.

Selected Recent Publications by Bill Synnot

- *Executive Coaching – Is it Worthwhile?*, (2008), co-authored with Peter Akers, Council Leader, (Local Government Association of Queensland, June/July 2008)
- *Most People are not Against Change, but the Way it is Handled*, (2008), co-authored with Rosie Fitzgerald, (DirectorBooks, AICD Publications)
- *Change Management*, (2007), RCB Regional Conference, Australian Communications and Media Authority
- *How to Handle Change in Your Organisation*, (2007), Society of Business Communicators (Qld)
- *The Toolbox for Change: a practical approach* (2007), co-authored with Rosie Fitzgerald, (Dunjugah)
- *Successful Organisational Transition (a practitioner's guide)*, (1st edition 2005; 2nd edition 2006; 3rd edition 2007), Aurora Consulting Group and Bill Synnot & Associates
- Columnist in Bush Investor (regional newsletter)
 - *Yes, you can make a difference.....If you care!!!!!!!*, (October 2004)
 - *Re-vitalise your S-curve before it is too late!!!!!!*, (August 2004)
 - *Mind mapping – Now, I'd like to see that!!!!!!*, (July 2004)
 - *Good storytelling captures the audience more than facts and figures!!!*, (June 2004)
 - *I've been everywhere.....With my eyes closed!!!!*, (May 2004)
 - *Oh what a challenge – Get Ingrid!!!*, (April 2004)
- *The Talent Management Conundrum – to Grow or to Buy*, (2004), HR Conference 2004, Local Government Association of Queensland
- *Successful Organisational Transition*, (1st edition 1999; 2nd & 3rd editions 2000, 4th edition 2001, 5th edition 2002, 6th edition 2003, 7th edition 2004), Aurora Consulting Group
- *Change Management (as an Individual Journey)*, (1999), Public Sector Symposium, Aust. Soc. of Cert. Practising Accountants (Qld)
- *Major Global Influences at the Start of the New Millennium*, (1999), Not-for-Profit Seminar, Aust. Soc. of Cert. Practising Accountants (Qld)
- *Successful Organisational Transition (including change management)* (1st edition, 1998; 2nd editions, 1999), Aurora Consulting Group
- *Handle Cultural/Gender Diversity*, (1998), Management Accounting Seminar, Aust. Soc. of Cert. Practising Accountants (Qld)
- *Successful Change Management - How to Create the Peak Performance Organisation*, (1998), KMS Training
- *Effective Change Management & Killer Strategies*, (1997), Financial Accounting Seminar, Aust. Soc. of Cert. Practising Accountants (Qld)
- *Organisational Transformation - How to Create the Peak Performance Organisation*, (1997), KMS Training
- *Organisation Transformation - How to Lead and Manage Change Effectively*, (1st edition, 1996; 2nd edition, 1997), KMS Training

- *Executive Summary of the Business Process Review*, (1996), 501 WG, RAAF, Base Amberley, Qld
- *Developing a Vision - Reality or Hyper Reality*, (1996) Australian Solutions, Irrigation Australia, Irrigation Association of Australia
- *Strategic Planning - is it Worthwhile?* (1996) Seminar for directors and managers of co-operatives (NSW Federation of Co-operatives)
- *Compare Your Work with Conway's categories*, (1994) Quality Australia, Vol 11 No. 5
- *Consultant's Perspective on Joint Ventures*, (1994), Seminar entitled Co-operative trade & Export Opportunities, (International Co-operative Alliance and Registry of Co-operatives, NSW)

Some Comments on Work Conducted by Bill Synnot

Dr Ortrun Zuber-Skerritt, Professor (International Management Centre, Buckingham, UK) and Adjunct Professor (Griffith and Southern Cross Universities)

"...I was impressed by your theoretical and practical knowledge on organisational change and transformation, but especially by your experiential knowledge and stories as a CEO. Everyone I talked to had the highest regard for you as the guru in this field..."

Wendy Gillett, Director, Community Care, Sydney Region, Catholic Healthcare Limited (previously Director Operations, NSW Dept. of Tourism, Sport and Recreation)

"...It's always challenging to take two days out for a training course, two whole days when you could be doing all these other things! However the benefits of attending the organisational transition program were immediate and ongoing. Apart from finding immense value in the practical approach on the day, the ongoing support and professional development that has been provided is exceptional. Anyone who attends the course will see it as a clear investment in the future for their organisation..."

Gary Delbridge, Principal Consultant, Mybridge, (previously Managing Director, G. C. Hahn & Co (Australia) Pty. Ltd.)

"...Every manager who is serious about gaining maximum performance from their organisation needs to attend the Bill Synnot workshop. It opened up enormous opportunities I never knew existed. Two days very well spent..."

Greg Giles, Senior Consultant: Organisational Learning and Development, University of SA

"...Change is the single most important element of organisational management today. If you want to be in charge of your future, then a smart step in the right direction is attending Bill Synnot's workshop on organisational transformation. Bill understands change from both the expert and practitioner's perspective. He offers all who attend a wealth of ideas, advice and resources. Take my advice and go!..."

Michael Brodie, Director CSG Ltd. (previously Managing Director, Xerox Business Centre)

"...It was refreshing to hear someone training who had been in the real (business) world and not just a textbook..."

Stephen Cantwell, Corporate General Manager, Strategy & Planning, Queensland Rail

"...I can confirm that your work has exceeded my expectations in terms of compliance with the brief.....I look forward to working with you again in the future..."

Michael Thomas, Group General Manager, Financial Services PGG Wrightson, (previously Group Manager, Landmark)

"...An outstanding presenter with immediate application to current work environment. If you only have time for one course during the year, then this is the one to ensure a return on your investment..."

Mark Scholem, State Manager, OneSteel Piping Systems, Victoria, Australia

"...As a passionate user of change management processes, attending the workshop provided is a most welcome addition to the armoury of practical weapons I have employed to build my business. We have successfully used the knowledge and techniques gained in the workshop to change behaviour and achieve positive performance outcomes across the business. The workshop fits well with OneSteel's change management processes and is well aligned to support to our business challenges..."

Attendee to presentation at CPA's Not-for-Profit Conference

"...very dynamic presentation and quite thought-provoking.....topics discussed were quite innovative..."

Attendee to presentation at CPA's Public Sector Symposium

"...Very topical. Well presented - topic that needs a lot of attention by all..."

Attendee to presentation at CPA's Public Sector Symposium

"...Excellent speaker, adds balance to technical sessions during day. Good summary of key aspects..."

Attendee to presentation at CPA's Public Sector Symposium

"...very informative insight into human relations aspects and people management..."

Reviews on Book ***(The Toolbox for Change: a practical approach)***

James Carlopio, Professor of Management, Associate Dean and Director of the Centre for Executive Education, Bond University, Australia

"...Synnot & Fitzgerald provide a one-stop-shop for all of your change tool needs. The Toolbox for Change is really more like a treasure chest. From personal awareness to organisational culture to creativity and dealing with resistance and teams, the authors provide dozens of important tools for addressing change..."

Ortrun Zuber-Skerritt, PhD (UQ), PhD (Deakin), DLitt (IMCA, UK), Adjunct Professor, Griffith University, Brisbane, Australia

"...As the title suggests, this book takes a practical approach to change management, training and development.....This comfortable marriage of conceptual/philosophical and practical information distinguishes the 'toolbox' from other practical handbooks and is a real strength of this book. The book is written in clear, concise, jargon-free English. It is logically structured in seven sections around 60 user-friendly tools, making it suitable for a do-it-yourself approach and with widespread application to individuals, groups/teams, organizations and communities..."

Lawry Scandar, Director, Osiris Group (Management Consultancy)

"...The authors' gift for cutting through the rhetoric, making theories immediately useful, is evident from the first few paragraphs of this book! When you're done with mind-boggling theories, change management principles, non-relevant case studies and examples and you simply need a pragmatic approach to simply..... "GETTING ON WITH IT" ...this is the book for you! No other text incorporates the complexity of Change Management tools as this – all used and proven over many years by the authors, across significantly diverse organisations and cultures.

For change and transition practitioners, this impressively rich and comprehensive reference offers a vast choice of tools and models at your fingertips.....explained simply and ready to use. This book is guaranteed to pay for itself many times over..."

Judith Madigan, Production Editor, Publication Services, Australian Institute of Company Directors

"...I like the way you have pulled together the different tools for change. People usually have to buy books that are dedicated to one philosophy on change management, so it is useful to find them in one book..."

Adrian Hallewell, Riverbend Bookshop (Australian Independent Bookshop of the Year – 2006)

"...The practical tool box approach is great. I can see there's a lot of very good material, and I like the way they've used stories to demonstrate their points..."

Peter C. Hexel, PhD, University Lecturer, Psychologist, Senior Advisor for Organisational Development (Organisational Learning), Management, Training and Supervision/ Coaching, Vienna, Austria

In a hard empirical effort Bill Synnot & Rosie Fitzgerald have created an outstanding handbook for the informed novice.....as well as for professional advisors and organisational developers. This sophisticated compendium includes the ultimate tools for change and change-processes alike. It is an "All in One" tool kit for practical use.....outline of this toolbox allows an easy handling and reflects highly experienced lecturers/trainers and developers/advisors..."

Mark Scholem, State Manager, OneSteel Piping Systems, Victoria, Australia

"...As a passionate user of change management processes, the tool kit is a most welcome addition to the armoury of practical weapons I have employed to build my business. Over the past six months we have successfully used some key tools to change behaviour and achieve positive performance outcomes across the business. The tools fit well with OneSteel's change management processes and are well aligned to support to our business challenges..."

Greg Giles, Manager, Organisational Learning and Development, Human Resources, University of South Australia, Australia

"...Change is the watchword for the new millennium. As technological, economic and social forces are combining at a faster pace to create new challenges, many organisations are struggling to survive in this turbulent environment. Helping us all rise to meet the challenges are Synnot and Fitzgerald, who have developed a simple, accessible and - above all - practical toolbox that helps us to respond to change in complex work environments. There are plenty of books out there about change but few as practical and useful as this. It is highly recommended for managers and practitioners..."

Some Clients of Bill Synnot and Associates

AMP	ANZ Bank
Australian Wheat Board (AWB Limited)	Australian Army
Australian Society of CPAs	Air NZ Engineering
Australian Consumer Association (Choice)	Airservices Australia
Australian Vinyls	Agrisol
Australian Government Services	Alpharma Animal Health
Australian Taxation Office	Accenture
Allen Arthur Robinson	Agfoods
Australian Film Television & Radio School	Asian Productivity Organisation
Allied Technology Group	AAMI
Accor Asia Pacific	AMRS
Australian Fleet Management Association (AfMA)	American International Group
Australian Human Resource Institute (AHRI)	Achilles Meat
ACIL	Aust. Cane Farmers Assoc.
Allanna Plumbing	Australian Arrow
Anglican Church Grammar School (Churchie)	Argyle Diamonds
Australian Communications & Media Authority	AusAID
Andrew Schulz & Associates	Australia Post
Brisbane City Council	Bega Co-operative
Biotech Australia	Boeing Australia
Boral Building Products	Box Hill Hospital
Bustech Solutions	Bunge Meat Industry
Box Hill Hospital	Boeing Constructors Inc
Brightstar Information Technology Group	Bundaberg Sugar
Brisbane Indigenous Media Association Inc	Brisbane Boys' College
Robert Bosch (Australia)	Business Enterprise Centre (Casino, NSW)
Beef 2000 & 2003	Bush Investor
Brisbane State High	Buderim Mt State School
Bond University	

(list of clients cont.)

Conrad Jupiters Casino	CSR
Conrad Treasury Casino	Clinique
Corrs Chambers Westgarth	Coca - Cola Amatil (NZ)
Costa	Carter Holt Harvey
CiTR	Caldwell & Associates
ClaytonUtz	Cable & Wireless
Corning Noble Park	Coal and Allied
CITEC	Caneebie Group
Corporate Administration Agency	CS Energy
Centre Link	Church of Christ
CapeAbility Consultants	Capricorn Society
Consultant Training Australia	Chartes Training Advisory Council
Consolidated Pastoral Company	Clarence River Fishermen's Co-operative
CM Chisholm & Associates	Connect (Fiji)
CRT (Rural Traders)	CoffeyMPW (part of Coffey International)
Coonamble Feedlot & Beef Marketing Cooperative	Corporate Financial Advisory Services
Coonawarra Blue Gums	Centennial Coal
City of Marion	Charles Sturt University
Civil Aviation Authority (PNG)	CCI Pope
Cement Australia	CEDA
Churchie (Anglican Boys Grammar)	
Dept. of Primary Industries (Qld)	Diabetes Australia
Deutsche Morgan Grenfell	Downers Construction (NZ)
DETIR (Qld)	Dexion
Dept. of Fair Trading (NSW)	Davey Financial Services
Daimler Chrysler	Dept. of State Development (Qld)
Dept. of Justice & Attorney General (Qld)	Dialog Information Technology

(list of clients cont.)

<p>Dept. of Defence Dept. of Housing (Qld) Dept. Tourism, Racing & Fair Trade (Qld) DHA Rural Sales Department of Treasury and Finance (SA) Dept. of Tourism, Small Business & Industry (Qld) Doric Group Dept. of Disability, Housing & Community Services (ACT) Dept. of Sport & Recreation (NSW)</p> <p>Excellent Training Solutions Epicentre Trading Pty Ltd Eppell Olsen & Partners Energy Australia Elders Essentials Services Commission</p> <p>Frucor Beverages (NZ) Fiji Electricity Authority Fijian Trust Fund Fiji TV Foxtel</p> <p>Glidepath (NZ) Gold Coast International Hotel Global Banking & Security Transactions Godfrey Pembroke Good Homemakers (North and South) G'day G'day Media & Publications</p>	<p>DRW International Dept. of the Premier & Cabinet (Qld) Dept. of Employment & Training (Qld) Dept. of Community Development (Thailand) Dept. of Main Roads (Qld)</p> <p>Dept. of Emergency Services (Qld) Dept. of Housing (Qld) Disability Services (Qld) Dept. of Housing and Works (WA) Decisions x Design</p> <p>Energex Ergon Energy Education Queensland Environment Protection Agency (Qld) Enertrade</p> <p>4 AAA FM Murri Radio Station 451 Consultancy Fonterra Fiji National Provident Fund</p> <p>Gold Coast Water Griffith University Golding Contractor Gab Rubens Gateway Learning Community Grant Sarra Consultancy Services</p>
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<p>Higher Education Council (Canberra) Hall & Chadwick HWB Communications M A Hughes & Associates Herron Pharmaceuticals Human Factor Australia Hunter Water Herat Livestock Development Corp. (Afghanistan) Hail Agricultural Development. Co. (Saudi Arabia) HR Development at Work Henkel Australia</p> <p>International Development Consultant IRS Total Injury Management Inner South Community Health Service (Vic) Invest Inland Irrigation Association of Australia</p> <p>Juros (part of the Hertz group)</p> <p>Kaal Australia Kingston Plant Hire Kimberley Area Consultative Committee Kobald</p> <p>Lowndes Lambert (NZ) Lotus Development Loy Lang Power Station Leightons Lourdes Hill College Lefroy Valley Landor</p>	<p>Holiday Inn Hella Australia Pty Ltd Health Insurance Commission GC Hahn Heidelberg Graphic Equipment Housing Authority (Fiji) Honeywell Hassel Heatley State Primary School Hymix Australia Hassal & Associates</p> <p>IQ Group IDC Australia IDP Australia IQPC IQ Agriculture</p> <p>KPMG Registrar KMS Training Ken Mills Toyota</p> <p>Lindisfarne Anglican School Lindsay Kline L & D Earthmoving Local Government Association (Qld) Laidley State Primary School (Qld.) Landpartners</p>
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Metropolitan Fire & Emergency Services Board (Vic.)	Maxim Technology
Mission Australia	Metropolitan Ambulance Services (Vic.)
Maleny Fresh Foods	Multicultural Development Association
Mobil Oil (Australia)	MASA
McDonnell Warhurst	Marouchy Shire Council
Medico Legal Consultant of Australia	Manakau Council (NZ)
Melbourne Girls' Grammar (Morris Hall)	Melbourne Boys' Grammar (Grimwade)
Mt Morgan High School	Moama Bowling Club
Moore Stephens	MR Consultancy
Ministry of Interior (Thailand)	Maunsell Australia
Northern Territory Health Services	NSW Dept. of Fair Trading
National Mutual	National Native Title Tribunal
North Ryde RSL Club	Northcott & Associates (NZ)
NORQEB	NSW Dept. of Public Prosecution
Nolan Meats	NRG Gladstone
NEC Business Centre	NORCO
National Road Safety Council (Fiji)	NT Gas
Ngaanyatjarra Council	New England Institute (TAFE)
NSW Dept. of Tourism, Sport & Recreation	NaturallyResourceful
NSW Dept of Local Government & Co-operative	NSW Fire Brigades
Northern Co-operative Meat Company (Cassino)	NSW Police Force
National Fiji Providence Fund	Nature's Beef
Overseas Services Bureau (Australian Volunteers International)	Outward Bound
Office of Public Service (Qld)	Outback 2002 Ltd
Office of the Director of Public Prosecution (NSW)	Office of State Revenue (NSW)
Office of Urban Management (Qld)	One Stop Entertainment
OneSteel	Osiris Group
Opticon Australia	

(list of clients cont.)

<p>Qld Cotton Corporation QE2 Hospital & District Health Service Qld Treasury (Corporate Development) Q Build Qld Chamber of Commerce Industry QBE Mercantile Insurance QUT (Built Environment & Engineering Dept.) Quadrant People Resources Qld Department of Child Safety Qld Department of Education, Training and the Arts Qld Department of Justice and Attorney General Qld Department of Disability Services Queensland Police Service</p> <p>Phillips Electronics PRD Realty Pty Ltd Palgrove Charolais Polson Training Prospect Consulting Group Performance Solutions Philippines Australian Development Assistance Program (Philippines) Paperlinx Office</p> <p>RAAF RNZ Army Reflex Images (NZ) Royal District Nursing Service RMIT Business Renew You Royal NZ Plunket Society Roche Bros Roadtek (Qld)</p>	<p>Qld Audit Office Qld Academy of Sport Qld Transport QBE General Insurance QR Qld Pest Management Q Super Qld Department of Communities Qld Department of Corrective Services Qld Department of Housing Qld Department of Premier and Cabinet Queensland Health</p> <p>Power Net Pork Council of Australia PR Business Machines Proofreader Pasminco PR Business Primac PMI Mortgage Insurance</p> <p>RAN Rotary Down Under Residential Care Rights Ryan Catholic College Royal Newcastle Hospital Riverside Christian College Richmond Valley Shire Council Road Transport Authority (NSW)</p>
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(list of clients cont.)

<p>SIT Gas Control St John Ambulance Steelmark Eagle & Globe Sports Career Mentor Group Stahmann Farms Sexual Health Services (Qld) Sanitarium Health Food Company South Eastern Sydney Area Health Service Salvation Army Seed and Grain Sales (now part of Landmark) Savings & Loans Credit Union (SA) Society of Business Communicators (Queensland) Superpartners Telstra Training & Productivity Authority (Fiji) Telecom Fiji Limited Thales Training Total Energy Systems Towertrust (previously Austrust) The Epic Group Territory Housing Townsville Thuringowa Water Supply Board Training & Productivity Authority (Fiji) The North Australian Pastoral Company (NAPCO) Thai-Australian Rural Assistance Project (Thailand) Toyota</p>	<p>South Tweed Bowls Club Statistics NZ SMS Consulting Group Sheep & Wool Institute Sultan of Brunei Southern Cross University Show-Ads Supply Chain Consulting Supreme Court of Victoria Suncorp Star City Stockyard Meat Packers TAFE The Hotel School Travconsult The Proofreader The Business Planning Group Tele - IP Ltd Treasury Corporation of Victoria Transport Accident Commission Thomson Turning Point Tynan Mackenzie Transtel (Fiji)</p>
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(list of clients cont.)

United Milk Tasmania University of South Australia Union Shopper Victorian Multi-Culturalism Commission Victorian Dept. Fair Trading & Business Affairs Victoria University WhittakerMacnaught White International Wordsworth (NZ) William Noall Xerox Business Centre Yosana Holdings (Fiji) ZCG Scalar	Unilever Australiasia University of Adelaide University of Queensland Vons-Enzed Victorian Dept. of Human Services Whangerie Council (NZ) Warrnambool Co-operative WA Dept. of Education & Training Xtream Zimmer
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