

David Nicolson

Director of Asia-Pacific Operations



Implementation Institute

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David Nicolson's capabilities lie in helping organizations to become more effective by helping them define and handle change, clarify their strategy, build teams, and develop their leaders. This takes various forms: consultation and facilitation with the board, the executive team, with individual teams, and 1:1 coaching with leaders.

David brings with him over 30 years of experience, particularly in Oil and Gas, as a Human Resources generalist and as a Leadership and Organization Development specialist. He is environmentally astute and understands the complex demands of stakeholders, the need for good governance and the increasing requirement for triple bottom line reporting.

David has worked throughout Australasia and lived and worked in Europe, USA, Mexico, South Africa, Indonesia, Vietnam, Malaysia, Singapore, Thailand, Korea, Hong Kong, and China.

David has experience working in the following industries – Food and Beverage, Construction, Refining, Insurance, Manufacturing, Marketing, Mining and Professional Football. David's current clients are drawn from the Oil Distribution, Mining, Utilities and public benefit sectors.

David is a highly experienced Learning and Organization Development professional facilitator with a wide range of Global experience, particularly in Asia. He has deep experience in the development of Organizational Capability, particularly at the leadership level. He has developed Leadership Competency Frameworks, Learning Architectures, and run international high potential programs including assessment design and delivery of assessment centre methodologies. He is clear that strategy is everything and that any organizational and leadership assignment must be in service of the agreed strategy. He is an experienced coach to CEO Level with over 20 years experience in the development of senior leaders.

David has extensive international experience and has worked in public benefits in Australia, the United States and China, increased leadership effectiveness in a British and Italian oil and gas Joint Venture in Indonesia and designed and coached the leadership of a US\$6.6bn LNG project in West Papua to transform from construction to operations. Additionally, he has worked to optimize the organization performance and leadership effectiveness of one of Australia's largest Petroleum Distributors, designed and implemented Foundation, Core and Functional Competence for a major Oil and Gas organization and developed an intervention that doubled the number of non-whites in sub Saharan Africa.



Areas of Expertise

- Strategy Formulation
- Organization Development
- Leadership Development - Program design, delivery, evaluation and direction
- Facilitation of behavioral change at a group and individual level
- Coaching and Feedback
- Talent Management - Acquisition, retention and leadership assessment
- Organizational Culture
- Understanding how to work effectively in cross cultural settings (particularly in Asia)
- Formulation of organizational competence and supporting learning architecture

Professional Experience

- Project Director for Australia's leading Business School for the delivery of senior executive programmes for a major mining client
- Design and Delivery of a suite of global leadership Programs in the Oil and Gas Sector
- Leadership Development and Coaching of the executive of a regional Water Utility to increase organization effectiveness.
- The delivery of all aspects of Leadership Development for a large Oil and Gas Organization in Asia Pacific
- Considerable experience in dealing with the HR/OD aspects of mergers and acquisitions
- Accountable for all Human Resources aspects of the closure of an Australian refinery

Education

- *Bachelor of Arts in Business Studies*
- *Graduate Diploma in Human Resources Administration*
- *Masters in Organization Development*
Pepperdine University

Certifications

- *Accredited in Personal and Team Effectiveness processes: Myers Briggs, FIRO-B and Belbin*