

FINDLAY HERBERT



Findlay Herbert has over 30 years' experience working with clients, teams and individuals to facilitate sustained improvement in performance in both organizational and sporting arenas. His focus is on devolving leadership, accountability and responsibility to the individual level and building successful teams and organizations through influencing, coaching and capacity building rather than chain of command.

His 25-plus years consulting experience includes three years as Senior Consultant in Strategy, Process Improvement and Information Management at Deloitte Touche Tohmatsu and seven years at Ernst & Young, where he was Principal Consultant from 1996 to 1999, specializing in Strategy, Business Process Reengineering, Organization Change Management and Information Management. Clients included many of New Zealand's larger corporations, local government and public sector organizations and internationally he consulted to Telecom Cook Islands, Telecom Fiji, Fiji Electricity Authority and the Asian Development Bank. He was subsequently Manager, Consulting in Telecom New Zealand and Head of Process Optimisation at the Bank of New Zealand. In 2005 he was Project Director for the re-structuring of the Office of Information Systems and Technology in the Asian Development Bank. From 2006 to 2011 he worked in Afghanistan, where he was Team Leader and Chief of Party on the USAID and DfID funded US\$17m Support to Center of Government Project in the Office of the President for three years. He was then appointed Acting Chief of Party and Senior Implementation Specialist on the US\$11.4m Change Management Programme in the Ministry of Agriculture, Irrigation and Livestock, where he produced the Transformation Roadmap and Communication Plan for the ministry. While in Afghanistan he organized (and won) several golf tournaments to raise funds for the development of junior golf and facilitated a visit by the Club Professional and the Afghan golf champion to the 2010 Omega Dubai Desert Classic, where they met Tiger Woods. For his services to golf in Afghanistan from 2006 to 2011 Findlay received awards from the Afghanistan Golf Federation and the Afghanistan National Olympic Committee. From 2008 to 2011 he conducted intermittent, short-term missions to Cambodia as Change Management Consultant on the Ministry of Economy and Finance Public Financial Management Reform Program.

Findlay is also a volunteer surf lifeguard since 1972 at one of New Zealand's busiest and most dangerous surf beaches, Findlay was Patrol Captain, Vice Club Captain, and served as Chairman of Muriwai Lifeguard Service from 1986 to 1996. He participated in the inaugural Auckland Lifeguard Leadership Course in 1975 and led the Auckland-California Delegation in 1979. He was appointed a Trustee of Northern Lifeguard Services Inc., which is the coordinating and administrative organization for 17 Lifeguard Service organizations, in 1992 and served on the Board of Trustees until 2005, when international consulting engagements required extensive time overseas. He received regional, national and international service and achievement awards and was elected as Life Member of Muriwai Lifeguard Service in 1997. He was a keen competitor in the surf boat and won district, regional and national medals from 1975 to 2005. At World Masters Championships his crew won bronze in 1991, gold in 1993 and silver in 1998.

His academic qualifications include MSc.(Hons) in Psychology and MBA, both from the University of Auckland, New Zealand. He is a Member of the Institute of Management Consultants New Zealand and is a Certified Management Consultant (CMC). He is a devoted father to his two sons and an avid golfer, fisherman, water sports enthusiast and home handyman.