

# HELEN PAIGE

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## BOARD PROFILE

I am a Chair, Non Executive, Committee Member and Executive Director with almost 20 years board level experience across both the public and private sectors – with a focus on: international commerce, education, business, legal, academia, indigenous and startups industries. Amongst others, I am currently the Chair of **Adelaide Knowledge Management**. I was previously **Chair, Japan/Australia Business Council (SA)**, and the **Indigenous Land Use Agreement Process for Local Government** and **Deputy Chair, Academic Board, Acelin Institute of Business**, and the **Institute of Public Administration (SA) Inc.** was a **NED of EBL Disability Services**, and the **OARS Community Transitions Board**, and am currently a NED of **Community Corporation Plan 28267**.

I am the owner and founder of **The Paige Group** servicing large and small businesses, not-for-profits, and government with a range of services including the development of strategic business advice, knowledge management, and educational programs. I have also founded and run three start-up businesses – **Advance Knowledge Networks**, **TimeMaker**, and **Fun.Food.Focus**. Earlier I was the inaugural Executive Director, **South Australian Public Administration Industry Training Advisory Body** and a **Cabinet Secretary**, and **Senior Adviser, Intergovernmental Relations Division, Department of the Premier and Cabinet**. Finally, I have a Doctorate of Education, Masters Degree in Policy and Administration, Bachelor of Laws, Graduate Diploma in Legal Practice, Degree in Social Sciences, and am a Graduate of the Australian Institute of Company Directors.

## BOARD & EXECUTIVE SUCCESSES

- On each Board where I have served – successfully increased and influenced,
  - Commitment to corporate governance practices and procedures
  - Financial growth
  - Member numbers, and
  - Trade opportunities
- Successfully created, developed and managed 3 start-up businesses since 2002
- As inaugural Executive Director for 7 years, effectively established, coordinated and operated the first Public Administration Industry Training Advisory Body (SA PAITAB) in South Australia.
- Recognised as a highly effective Chair by Ark-Asia Conference Group, Sydney, and invited to Chair numerous of their conferences (including the International KM Australia Conference, July 2012)
- 2015, Invited reviewer of book chapter '*Untapped Knowledge in a High Technology Setting*', in forthcoming book '*Lessons from Ireland*', for University of South Africa.
- 2016, Reviewer, Company Director's Course, on Module 1: *The Role of the Board* and Module 9: *the Practice of Directorship and Achieving Board Effectiveness*; and in 2015, Reviewer of *Module 9: Achieving Board Effectiveness*.
- 2016, selected as mentee in the Australian Institute of Company Directors (AICD) 2015 Chair's Mentoring Program
- Instrumental in establishing trade relations between South Australia and Okayama Prefecture, Japan.

- Initiator and Founding Director of Gurteen Knowledge Café process in Australia, on the invitation of David Gurteen (a leading authority in the UK and internationally)
- Facilitated the first World/Knowledge Café in Australia at KM Australia Conference, Sydney, 2007
- Organised and facilitated the first World/Knowledge Café experience for an international aid organisation in Manila
- Internationally recognised lecturer and facilitator and keynote speaker, having worked in the USA, UK, Netherlands, the Philippines, Portugal, Cyprus and Thailand, Japan and India.
- Invited as a panelist to write/publish executive business articles for 'The Advertiser'
- Interviewed as a subject expert on Executive Coaching for 'The Weekend Australian', Jan 2012
- Mentored numerous young people in the South Australian Youth Entrepreneur Scheme (SAES) and EDS Business Mentoring Programme
- Instigated the Young Professional Forum (IPAA) in 2002
- Instigated a Japanese Study award for underprivileged SA students of Japanese.

## NON EXECUTIVE BOARD EXPERIENCE

### **2015-Present                    NED, Community Corporation Plan 28367**

*An organization to administer, manage and control the common property of the Corporation.*

- Effective administration and management according to the relevant Acts and by-laws of this large Community Corporation.

### **2013 – 2015                    NED, OARS Community Transitions Board**

*An organization that has been assisting offenders and their families in SA since 1886. Restorative Justice forms the foundation of the organization, and its main focus is on active early intervention strategies with respect to preventing crime, and providing services to people who are released from prison, and their families.*

- Effective strategy setting resulting in improved governance and policy delivery
- Undertaking research and presentation of major paper on restorative justice to enhance exposure of the organization at an international conference, Bangkok, 2014
- Reviewing board recruitment and skill needs analysis process

### **2013-2014                    NED, EBL Disability Services**

*An organization established in 1981 to support families and individuals with intellectual disabilities.*

- Invited to providing strategic business, and policy assistance, in preparation for the advent of the NDIS scheme
- Provided strategic advice in relation to the establishment of effective governance processes and in setting up of Foundation, and amalgamation with like body.

### **2009 – Present                    Ambassador Conventions Adelaide Program (Honorary, invited role)**

*Promote the Conventions Adelaide Program by being a bid champion*

- Attracting international conferences to Adelaide
- 2014 was a record breaking year for the Adelaide Convention Bureau, with results up by 15% and a 180:1 ROI to the South Australian government.

**2008 – 2010 Deputy Chair, Academic Board, Acelin Institute of Business**

*Promote the role of the Institute to training organisations, particularly in the Asian region*

- Increasing the scope and delivery of courses available
- Institute was granted Registered Training Organisation (RTO) accreditation
- Increasing the range of, and number of students undertaking management and business programs in the Greater China Region.

**2005 – Present Chair, Adelaide KM**

*Promote the role, strategies and application of knowledge management across business, educational institutions and other key stakeholders.*

- Adelaide KM is the only continuously operating, nationally recognized body of its type in Australia
- The group has for over 10 year, retained its same key organisers and has provided input and assistance to many individuals and organisations locally, nationally and internationally.

**2004-2013 Flinders University Alumni Association, Executive Committee**

*Develop and strengthen the lifelong relationship between the alumni and the University through active participation in University affairs, and to promote Flinders in the wider community.*

- Representing University Alumni on the Senate and various Committees

2004-2013	Executive Committee
2008-2013	Alumni representative on Academic Senate,
2006-2012	Alumni representative on Student Appeals, Complaints and Grievances Committee

- And in a variety of other ways positively contributing to the on-going life of the University.

**2006-2010 Chair, Japan/Australia Business Council (SA)**

*Facilitate and encourage the growth of commerce, bi-lateral trade, industry, environment, education and tourism between South Australia and Japan*

- Invited to Chair the Council to reinvigorate and reestablish it after several years of inactivity
- Total reorganization and creation of Council including board establishment, constitution and all other governance, business and marketing processes
- 2007: Council International Trade and Commerce, South Australia (CITCSA) – Best Emerging Chamber Award (when Chair)
- Council is still flourishing, and membership numbers are continuing to increase.

**1999-2001 Chair, Training Development Executives TDE Group of the ITAB's in South Australia**

*Facilitate and encourage the collaboration and coordination of interests and activities between and across the 13 various ITAB's or industry groups existing in South Australia.*

- Elected to Chair the group
- During this time increased the scope and exposure of the ITAB's to the wider South Australia training and development community
- Instigating an inaugural banquet/networking of all member organisations with over 300 attending.

**2006-2009** **Chair, Native Title, Indigenous Land Use Agreement Side Table and Working Party**

*To establish processes to allow the development of voluntary agreements under the Native Title Act 1993 (C/wth) between people who hold, or claim to hold native title in an area and other people who have, or wish to gain an interest in that area.*

- Chairing a complex mix of key stakeholders representing a variety of political interests in a manner that allowed people to negotiate flexible, pragmatic agreement to suit their particular circumstances
- In doing so, determining agreement without resort to litigation or relying on other processes for dealing with future acts within the Native Title Act 1993 (C/wth).
- The successful negotiation of a number of such agreements saving thousands of dollars of potential court costs.

**1997-2007** **Deputy Chair, Institute of Public Administration, Australia (SA Branch).**

*The nationwide professional association for those involved in public administration. It is a voluntary, non-profit, member-based organisation that enables people with an interest in public administration and public sector reform to exchange ideas on trends, practices and innovations.*

- Convenor, Marketing Committee; Patron, Young Professionals Forum; Convenor, Research and Awards Committee
- Facilitating the development of major initiatives across marketing, involvement of young public servants, and research and development
- Initiating the Young Professionals Forum, and was invited to become its Patron.

**2000-2003** **Chair, Adelaide/ Himeji Education Committee, Adelaide City Council**

*Establish strong relations between South Australian and Japanese schools sector to encourage further Japanese students to study in South Australia*

- Initiating and established the Committee
- Instigating a fully-funded Japanese Study Award for an underprivileged SA Japanese student to visit and study in Japan
- Establishing of long-lasting and existing SA/Japanese ties in this sector.

**1999-2001** **Board Director, WEA (Workers Educational Association, SA)**

*Provision of adult community education services to the South Australia community*

- The WEA is Australia's largest non-government adult community education organization, and receives approximately 25 000 enrolments annually, and offers nearly 1500 short courses.
- Contributing to a continued increase in student enrolments
- Facilitating the establishment and introduction of a range of new and exciting courses, and reviewing the expansion of WEA services to over 40 locations in metropolitan Adelaide.

## EXECUTIVE EXPERIENCE

### **2002-Present Founder and Director, The Paige Group**

*The Paige Group's mission is to 'connect people, ideas and processes for success'.*

#### **Founder & Director, Advance Knowledge Networks**

- *Consulting Australia-wide and internationally in applied knowledge management, executive and vocational coaching, leadership, change management, entrepreneurial and related activities, and ethics and values.*
- *Undertaking independent chairing and facilitation and a frequent speaker to a range of local and international public and private sector audiences.*
- Providing strategic advice and undertaking a series of successful consultancies at a national and local level, (clients including Coffey International; Santos; Woods Bagot; Flinders University and DFEEST)
- Seen as a subject expert in applied knowledge management, leadership, executive coaching, strategic business management and change management.
- Growing and developing the business both locally and nationally as a sole operator.

#### **Founder & Director, TimeMaker**

*A business concierge service*

#### **Founder & Director, Fun.Food.Focus**

*A unique training and education process for teambuilding and other corporate training, using 'hands on' cooking and food preparation 'developing people and teams through cooking'.*

- Developing, planning and implementing 'from scratch', a new and exciting concept to improve corporate teambuilding for participating corporates.
- Receiving many positive testimonials about the impact of the programs for the thousands of participating corporates and individuals
- Packaging and selling the business on the open market.

### **2002-2003 Academic and Strategic Adviser, Entrepreneurship Programs, Education Centre for Innovation and Commercialisation, (ECIC), The University of Adelaide (Consultancy)**

*ECIC's mission is to stimulate innovation through its research, teaching and community engagement activities.*

- Working with the ECIC team to produce and develop a range of materials centring on innovation and entrepreneurship
- Initial research and development for the setting up of the Doctorate, and Masters Degree of Innovation and Entrepreneurship
- Increasing the number of students studying ECIC courses.

### **2002-2004 Flinders University, South Australia**

*Flinders University is a leader in innovative research, teaching and community engagement.*

*I was a student at Flinders for both my Doctorate and Masters degree.*

*I was then invited to be involved as a Lecturer-in-Charge and Tutor in the Higher Degree Doctoral and Masters programs.*

- **Lecturer-in-Charge, Advanced Studies in Leaders and Leadership, Doctoral Program**
- **Doctoral Supervisor**

➤ **Lecturer, Human Resource Management, Masters Degree**

- Increasing numbers of students into the Doctoral Program.
- Designing opportunities to maximize interaction between faculty and students, many of whom were from China, Indonesia, Laos and Sweden.
- Expanding student thinking in relation to problem solving across divergent environments and cultures.

➤ **Flinders Institute of Public Policy and Management, Assessor**

- Determining criteria and processes about what is deemed relevant 'evidence' in writing university papers
- Devising assessment tasks to assess capacity to analyse and synthesise information and concepts, rather than repetition of material.

**1996-2001 Executive Director, South Australian Public Administration Industry Training Advisory Body (SA PAITAB)**

*Working with a tripartite board while 'starting up', establishing and managing this NFP organisation, covering all levels of government and up to 58,000 clients.*

- Developing and growing the entity from 'start up' to full maturity (incl. profit and loss accountability)
- Maintaining a highly functioning body and board in an extremely political environment.
- Demonstrating a capacity to employ creative options to achieve success for the ITAB;s 58 000 customer base.

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**EDUCATION & PROFESSIONAL  
DEVELOPMENT**

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**TERTIARY QUALIFICATIONS**

2002	Doctor of Education (EdD), Flinders University of South Australia
1992	Graduate Diploma in Legal Practice, University of South Australia
1991	Bachelor of Laws (LLB), University of Adelaide
1989	Master of Arts (Policy & Administration), Flinders University, SA
1981	Bachelor of Arts, University of South Australia

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**EXTRA-PROFESSIONAL  
EXPERIENCE & INTERESTS**

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**MEMBERSHIPS**

- Graduate, Australian Institute of Company Directors
- Ambassador, Conventions Adelaide Program
- Admitted lawyer, Supreme Court of South Australia
- Employment Agent Licence, South Australia,

**EXTRA-PROFESSIONAL ACTIVITIES & PERSONAL INTERESTS**

- Physical fitness, Collectors Group, Foodies Group, gardening
- Mentoring young female business entrepreneurs

**Publications:**

- '*The Beliefs, Values and Understandings About Leadership Guiding Key Educational Leaders in the Bureaucracy in South Australia*', **Australian Journal of Professional and Applied Ethics**: Volume 2, Number 2, November, 2002, pp 56-71
- '*An Exploration of Learning, the Knowledge-Based Economy, and Owner-managers of Small Bookselling Businesses*', **Journal of Workplace Learning**, Volume 14, Number 6, pp 233-244
- '*Examining the Effectiveness of Executive Coaching on Executives*', **International Education Journal**. Volume 3, No 2, 2002 (<http://ej.cjb.net>)