Valda Lavoipierre has extensive and diverse senior HR experience with a leading global FMCG enterprise, an international management consultancy and the public sector.

Her experience at Cadbury Schweppes includes lead specialist roles in Talent & Resourcing, Learning & Development, Organisational Effectiveness, Business Partnering and Transformational Change across sales, marketing, finance and IT functions.

She has received global peer recognition for creating and facilitating a tailor-made Leadership Program for senior CS managers. The 'Value of Leadership' program inspired participants to appreciate the critical role that leadership plays in organisational success. A challenging agenda of professional and self discovery underscored for participants that only a select few are able to take up the mantle of leader.

Valda partnered senior business leaders by creating strategies, plans and interventions to lead people through organisational change. Her achievements included designing and implementing an innovative Change and Culture model to support outsourcing various transactional functions in CS to a third party company located in China and India. Her work is recognised by CS global leadership as best practice.

She has a reputation as an inspiring and motivational coach and facilitator for executives and teams. Valda champions the value of holistic learning to create positive personal and professional impact.

Valda's forte is to clearly link change strategies to business objectives and aspirations. She has demonstrated this through designing and delivering transformational change programs that have impact across functions and geographies. All these interventions share Valda's philosophy of care for individuals and belief in their capabilities. As a result, each person she works with is motivated and energised to add extra discretionary effort towards achieving business outcomes.

# Career summary

### Freelance HR practitioner: 2008 to present

Valda's business focus is coaching, organisational change and cultural intelligence.

She delivers bespoke solutions solo and in collaboration with global consultancies for individuals, teams and organisations including Cadbury Schweppes, the banking sector, educational institutions, energy providers, manufacturing entities, medical practices and an amateur sporting association.

## Cadbury Schweppes Pty Ltd: 1989 to 2008

2006 - 2008	General Manager HR Asia Pacific - Shared Business Services & IT
2004 - 2002	General Manager HR - Asia Pacific IT and ANZ Sales
2002 – 2004	General Manager HR - Commercial and Corporate, ANZ
2001 – 2004	General Manager HR - Confectionery, ANZ
2000 – 2001	Organisational Development Manager, ANZ
1999 – 2000	Corporate Recruitment and Development Manager, ANZ
1997 – 1999	Development and Recruitment Manager, ANZ
1989 - 1997	Recruitment Manager, Australia.

# **Prior to Cadbury Schweppes:**

Price Waterhouse, Senior Consultant, Executive Recruitment

Waite Consulting Management Group, Senior Consultant

Commonwealth Public Service. Department of Immigration and Ethnic Affairs. Roles included:

Assistant Director, Language Services, Melbourne

Migration Officer, Australian Embassy, Rome, Italy.

Acting Consul for Australia, Sicily, Italy.

Industries Assistance Commission, Canberra

Research Assistant to the Chairman

#### **Education:**

BA (Honours) Australian National University, Canberra

Numerous Internal training programs at CS (Melbourne & UK), AGSM.

Telopea Park High School, Canberra

Forrest Primary School, Canberra.

#### Memberships:

Australian Human Resources Institute

National Press Club, Canberra

National Gallery of Victoria, Melbourne