

Leadership Enhancement Pty. Ltd.



Making a difference

ABN – 49 104 056 608

Is your business achieving it's full potential?

If not we may have the solutions to help  
maximize your business performance

# Leadership Enhancement

and what you can  
**expect:**

At Leadership Enhancement we help organisations develop a dynamic business culture that maximizes results through building effective leadership at all levels. Leadership Enhancement is about bringing the best out of people. We partner with only the best providers and use cutting edge programs and instruments that are well proven to bring about exceptional results. After engaging Leadership Enhancement you can expect to observe your people embracing personal and organizational accountability. They will be better prepared and productive when confronted with opportunities and challenges. Overall, we are confident that you will notice positive 'can do' attitudes throughout your organisation, which will result in higher productivity and profit. Let us show you how we can assist your organisation to achieve outstanding results.

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#### Tailored interceptions include:

- I Personal development with a strong emphasis on leadership and self awareness
- II Development of an effective human resources strategy that supports the business plan
- III Business culture mapping/analysis including tactics on how best to realign a company culture in the interests of all stakeholders
- IV Performance management tools and processes that work
- V HR consulting

Examples of issues that you may be facing that we can provide positive solutions to address:

- I Employees seem to have a distrust of the management / leadership group which is holding back the business to perform to our potential
- II Our people have a negative ATTITUDE; how do we change this?
- III The level of commitment by personnel at most levels is not strong
- IV I would love to create a 'can do' highly motivated culture but we are having difficulty knowing where to start
- V The level of tactical execution of our business plan is less than satisfactory. How do we get our people to assume accountability?
- VI Our level of employee and management morale is not strong and I believe this is causing a lot of strain in our business.
- VII We don't seem to have a united team in our company – departments are not fully co-operating, which is holding our business back from being competitive in the market place
- VIII Our company vision and strategy is not being communicated in a manner that our people can connect with. I am concerned that many of our key people are not doing the things that are aligned to our business direction. How do we make the vision and strategy become meaningful for all personnel so they can make a real positive difference

Peter Dunne - founder and Managing Director of Leadership Enhancement.

Peter was inspired to start this new consultancy practice based on a strong belief that many companies have well thought out business plans yet often fail to reach anywhere near their potential. He considers leadership is not just the responsibility of senior directors but all personnel displaying the right attitudes and accepting personal and organisational accountability for making things happen with a real sense of urgency. Peter was most recently the head of Human Resources for Hallmark International living in the USA. He has experience consulting in the following countries:

Asia Pacific

Australia, China, Hong Kong, New Zealand and Japan  
North America

United States

Latin America

Mexico and Puerto Rico

Europe

Belgium, Netherlands, and United Kingdom

During his career he has contributed to some outstanding business turn-arounds due mainly to setting clear goals and creating a business culture of allowing people at all levels the opportunity to make a difference. Peter has implemented some 'cutting edge processes' that are making a positive impact on organisational performance in many countries.



## Testimonials:

"I would wholeheartedly recommend Peter Dunne to any company interested in getting the best out of their people and building genuine leadership throughout their organisation. Peter is well versed and experienced in facilitating leadership programs and has a number of tried and tested 'tools' that can create maximum impact within an organisation. He has the great gift of being able to work with people at all levels and across a range of cultures and contributed greatly to building a winning team within Hallmark International. In addition to the range of leadership programs that Peter can call upon, his greatest assets are his enthusiasm, passion for his subject and a genuine, infectious desire to help people realise the best in themselves."

Ian Stuart  
President – Hallmark International

"Peter J. Dunne goes well beyond the norm of top performing Human Resource Executives. His time developed, professional H.R skills are greatly enhanced by his abilities to think, teach and effect strategically. He knows both "how" to think strategically and "what" to think strategically. With these abilities, Peter rises above most others in that he clearly understands what it takes to make an organization perform at its highest level. Most importantly, he knows how to develop leaders and their respective skills to insure achievement of their vision and goals."

Keith L Alm  
Retired President and CEO Hallmark International

"During my tenure at Hallmark, I was privileged to be able to have Peter Dunne conduct and facilitate a number of significant personal and professional performance development programs for our team. Without exception the programs Peter delivered added great personal value to the participants, demonstrably improved our business performance and resulted in lasting, positive change. As a direct result of the programs, many high-potential team members achieved accelerated career growth. Peter has a real passion for HR development and extensive knowledge of his subject and I can highly recommend him."

Doug Todd  
General Manager – Esteem Jewellery Ltd

"I have known Peter Dunne professionally for a period of 20 years and have had the opportunity and pleasure of working with him in a number of International markets. My challenge has been to build and enhance expertise in product/ marketing disciplines unique to our company in both existing and developing businesses in these markets. The common thread in all instances has been to build highly motivated and skilled teams capable of delivering our business goals and achieving growth objectives consistent with our business plans. Often these was achieved with stunning results, and are a direct consequence of our investment in leadership & personal development programs that have been so dynamically facilitated by Peter. Peter has a unique ability to engage a diverse audience and communicate with passion, enthusiasm and an appropriate level of humour to deliver a compelling message. Whether presenting to the shop floor or at Board level, the results are the same ...an ability to motivate people with a desire to learn and improve, with a direct impact on driving critical RESULTS! I cannot more highly recommend that you see what Peter can do for your team and business."

Paul Sauvage  
Retired senior Product & Marketing director  
Hallmark

"Over much of the last decade, I have worked closely with Peter Dunne. For six years, he served as my HR director reporting directly to me. He then served another three years as a colleague on the senior staff of Hallmark International. Pete is at the top of his profession both as an HR strategist and as an HR technician. I have seen first hand Pete's ability to apply his expertise across a range of nationalities and cultures. Pete has particular expertise in the areas of leadership and organization change. We worked together to launch a highly effective leadership development program in our Australian and New Zealand businesses. Pete has since developed and launched similar programs in most of Hallmark's key subsidiary markets around the world. Peter Dunne knows his profession because he has lived it and experienced it first hand."

Ed Place  
Vice President - Hallmark Greetings, Finance.  
Former Group Managing Director, Hallmark Asia Pacific.

Peter Dunne: - Managing Director

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