

Training Contractor Profile

Business Details	
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Name	Dr Tina Lambert
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Training Philosophy	
<p>Inspiring leadership, performance and change; my goal is to improve systems and processes, decrease misunderstanding and dysfunction and motivate people through activities and interventions that produce results. Practical strategies are used to: enhance open-mindedness and confidence to put new ways of thinking and doing into practice for an individual, team and the whole organisation and; understand the part we play through self-awareness, reflection and the impact we may have on others. Learning never ends...there's always something new to discover.</p>	
Scope of Training Services Performed	
<p>I deliver a suite of comprehensive organisational development programs that give insight into technical, operational, management and leadership strengths and gaps. All programs are tailored, relevant, practical and contextualised to meet business needs. Flexible delivery, time to put learning into practice and expert strength-based facilitation are embedded in all programs.</p> <p>Primary focus is on the highest in-demand learning areas: driving sustainability through culture and performance systems/processes, living our values, performance management with a twist, team development/management, leadership coaching and mentoring conversations to create success, leadership and learning through resilience and emotional intelligence. The overarching focus is to create healthy and productive workplaces.</p>	
Training Specialisations	
<p>Resilience and Emotional Intelligence; 360 Evaluations for individuals and teams; appropriate workplace behaviours through living our values, team profiling and development, mentoring and coaching, team building and team management, performance management, coaching conversations and growing our leaders: being a leader, a strategic thinker and leading in adversity.</p>	
Methodologies Employed	
<p>The overall methodology I use is process consultation: identify the needs, wants, behaviours, goals and client motivations; in partnership assess issues and documentation and agree on best possible activities and interventions based on individual, team and whole organisational capability requirements. Agree on participative short and longer-term practices and organisational development strategies, including action learning, action research approaches. Maintain learner interest and enthusiasm through strength-based facilitation: interactive and practical exercises, discussion with partners, small groups and whole group activities, videos, drawing, role plays, flipchart interventions. Continually reading the group, assessing needs and acknowledging and validating the learner is mandatory. Ensuring pace is comfortable and learning environment is safe and using exercises to understand and address learning expectations in the room are used and considered critical.</p>	

Diagnostic / Profiling Tools Used to Support Training
<p>Accreditation and Certification to use the following tools:</p> <ol style="list-style-type: none"> 1. Team Management Systems: Team Management Profile, Team Performance Profile, Types of Work Profile, Linking Skills Profile, Opportunities-Obstacles Profile [QO2]. 2. Multi-Health Systems: Emotional Intelligence Leadership Reports EQ-i 2.0 and Emotional Intelligence Workplace Reports and EQ360 EQ-i 2.0 certification.
Training Locations
Darwin, Katherine, Alice Springs, Tennant Creek, Nhulunbuy
Web links
<p>www.drinalambert.com.au - my consultancy website for information on all my services. https://tmsoz.com - website to review Team Management Profile and QO2 sample reports. https://www.mhs.com - website to review EQ Leadership and Workplace sample reports.</p>