

G & M Strategies

“Experts in Joint-Venture & Cultural Transformation”

Martin Ringer

Qualifications

Bachelor of Engineering (Honours)

Master of Education

Memberships

Fellow of the Royal Society of Arts, Commerce and Manufacture (RSA)

Full member: The International Society for the Psychoanalytic Study of Organizations (ISPSO)

Member Australian Association of Public Administration (AAPA)

Awards

Best paper published in Work Study

Highly commended paper – Work Study

Grace Najean

Qualifications

Master of Strategic Business Management

Bachelor of Marketing and Business Development with honors

Certification

Certificate IV in Life Coaching / ICF accredited

Antony Robbins Mastery University

i-NLP certificate

ICF Member



Joint Ventures & Strategic Partnerships

- Organizational effectiveness
- Cultural Transformation :
Cross functional and Cross cultural
- Helicopter View and Big picture analysis
- Team development
- Facilitation
- Agenda coaching

Our expertise:

Grace and Martin’s combined capability place them in a strong position to assist large capital projects to improve the effectiveness of their communication across both gaps in organizational culture and national culture. Their approach involves the following steps:

- **Assessment** : Cultural and organizational assessment interviews
- **Summary report** : recommendations for interventions to improve alignment and collaboration
- **Strategic plan**
- **Interventions** : combination of facilitated discussions/workshops, team building, one-to-one coaching
- **Targeted Strategic sessions** : across cultural and organizational divides
- **Follow up report**
- **Review**: effectiveness checkup.

We also assist on:

- Facilitation
- Personal and group coaching

Martin Ringer

Martin Ringer is an international consultant in organizational leadership, culture and dynamics. He has led his own independent consulting company for over twenty years. His international experience includes working in more than 20 countries throughout Asia, Europe, the Americas and Australasia.

He has recently facilitated a number of successful negotiations of Joint Venture ownership teams in natural resources projects in Australia with a total value of over 100 Billion dollars. He has specialist experience, knowledge, tools and techniques for ameliorating conflict and improving alignment, collaboration and cooperation in projects and organizations. Martin's recent client projects include facilitating the joint venture owners of both the Gorgon and the Wheatstone LNG projects to arrive at successful investment decisions; future visioning for Fortescue Metals Group; developing conferences for global project management excellence for Rio Tinto; teaching a collaboration Master Class for IPAAWA; facilitating the Western Australian Association for Mental Health's development of a sector strategic development plan; and collaboration with the WA Planning Commission and the Department for Planning and Infrastructure for facilitation of a forum of Government Department heads on the topic of infrastructure for the Pilbara Region. Martin's work is widely published and he has presented extensively internationally, both keynote speeches and workshops.

For more information on publications, clients, capability and services see www.groupinstitute.com

Grace Najean

Grace Najean is professional Business and Personal coach. She is specialized in coaching with organizational leaders and also Cross-functional and Cross Cultural organization effectiveness in corporate environments.

As a former Sales director and Strategic marketing manager at the head office of a World leading corporate and also European companies, she has extensive business skills in Sales, Strategic Marketing and Business Development. She developed a worldwide partnership between international and national leading corporates such as Accor and Visa International and managed partnership projects together with 15 different brands and multi-cultural teams from the group. She travelled internationally to implement partnerships and also all around Europe to develop the market. For the last 3 years she managed her own business in Australia as a franchise.

She holds a Master of Strategic Business Management and Bachelor of Marketing and Business Development from Paris.

She was also professional classical Pianist for over 10 years in Korea and understands deeply the discipline of mastery and the spiritual harmony.

Grace was born in Korea and she is French and Australian Citizen. She speaks fluent English, French and Korean after living 19 years in Korea and 19 years in France.

www.gracecoachingcompany.com

Client Portfolio

- **Gorgon LNG development**
Western Australia
Facilitating alignment between Joint Venture partners
- **Ma'aden Phosphate project**
Saudi Arabia – Joint Venture
- **Wheatstone LNG development**
Western Australia.
Facilitating the team development
- **L Western Australian Planning**
Commission and Infrastructure
Coordinating Committee
- **Roy Hill Project** – Western Australia
Facilitating alignment owner team, Project Management, EPCM contractor and sub-contractors
- **Rio Tinto Global Project**
Management Excellence Forum
Florida, USA
- **WA Association for Mental Health**
- **Fortescue Metals Group:**
New Developments - innovation and optimization workshop
- **VDM Group:**
Strategic renewal workshop
- **Plexal Group Australia/Thailand:**
Facilitation of Board Strategic
- **AJ Lucas and Gorgon/Chevron/JUJV**
Horizontal Drilling Team Alignment

G & M Strategies

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