

# Profile

## Diane Edwards

**B.Ed (Hons), Dip.Acc., Dip.Bank. (dist),  
F FIN, FNZATD, AFHRINZ, ANZIM**



Diane Edwards began her working life in her native England, where she taught in the tough but rewarding environment of London's East End. A chance encounter led to her visiting New Zealand, which captured her heart and became her home in the late 1980's.

Diane had a successful career change that took her into the exciting world of banking and finance. Over a number of years she learned the language of business, the art of management, the ways of the corporate world and the immense contribution people play in the success of organisations.

As well as various banking and management roles, Diane discovered the world of corporate training and human resources. She was involved in major change programmes, ran leadership development and strategic HR projects, consulted with all levels of management and managed a talented training team.

Her growing awareness that many HR interventions were not fully aligned to business needs caused her to look more closely at how organisations identify and manage their issues. Her search led her to explore the relationships between strategy, processes, systems and people, and how all aspects of a business need to be understood and managed to achieve success. During this time she developed skills in systems thinking and information technology. Her focus turned to business analysis, organisational development, change and knowledge management, as these best capture the holistic approach to harnessing all available resources to achieve business objectives in a changing environment. She also developed a strong interest in future studies and the psychology and sociology of change.

Diane's broad, eclectic experience has taught her to aim for the ideal, whilst approaching problems with a strong pragmatic approach that achieves results. She can draw on a strong academic background, with postgraduate qualifications in Education, Accounting and Banking, and enjoys turning concepts into real world solutions. She has published articles in banking and training periodicals and spoken at conferences in NZ, Australia and USA.

In 1997 she received the inaugural academic prize for Strategic Issues in Banking at Massey University and the following year was awarded a Fellowship of what is now the Financial Services Institute of Australasia (FINSIA). She is also a Fellow of the NZ Association of Training and Development (NZATD) and an Associate Fellow of the Human Resources Institute of NZ.

In 2004 her change programme for a major shipping company was recognised by a regional win in the HRINZ HR Initiative of the Year awards. More recently, in February 2010 she was awarded the HRINZ HR Specialist of the Year Award for her work in the areas of change management, organisational development and training and in July this year, Microsoft International also recognised her change project in the NGO sector as its best practice case study for 2010-11.

She currently sits on the National Board of the NZ Association of Psychological Type and is the HRINZ Wellington Branch Vice President. In the past Diane has also held Board and/or Committee roles for FINSIA, NZATD and the NZ Knowledge Management Network (NZKM) and is a professional member of the World Future Society based in the USA. She is an active member of the Minessence Group (an international network of values professionals based in Melbourne), the Australasian Thought Leaders Community (based in Sydney) and the NZ Women's Business Network (Wellington branch).

Diane is fully qualified to deliver the MBTI<sup>®</sup> instrument (Myers Briggs Type Indicator<sup>®</sup>) in organisational settings, MTR-i<sup>®</sup> (Management Team Roles Instrument) DiSC<sup>®</sup> profiling, TMI<sup>®</sup> (Team Management Index), EBW<sup>®</sup> (Emotions and Behaviours at Work) profile and is accredited to administer AVI<sup>®</sup> (A Values Inventory) and Top Nine personal values profiles through her association with Values at Work<sup>™</sup>. She also offers product certification course in the Lominger suite of tools through her Association with Melbourne based Lominger Associate Andrew Williams.

Diane has worked with a number of different organisations conducting capability reviews, facilitating strategy sessions and managing change projects across the private, public and NGO public sectors. Recent projects have included roles as varied as implementing a change programme for an international shipping company, briefing NZ Members of Parliament and training their support staff, conducting strategic capability review for several large organisations, undertaking a major culture and organisational development role for a Crown Owned Enterprise, managing the transformation of one of New Zealand's largest NGOs and facilitating strategy sessions with Boards and Senior Leadership Teams in a range of industries. Diane also provides personal coaching and mentoring to a selection of senior management and "high potential" staff. Diane's preferred roles are in the areas of values, culture, people capability and learning frameworks, change management, business analysis and organisational development and also enjoys providing personal coaching for leaders and human resource professionals. She is also in demand as a conference speaker having spoken at conferences in New Zealand and internationally.

Her message has always been on the importance of aligning people initiatives to strategic business objectives and what this actually means at a practical level. Her personal mission is to help others develop as individuals to achieve their organisational, community and personal goals in whatever way is meaningful to them.