



Profile

Diane Edwards – Managing Director

B.Ed (Hons), Dip.Acc, Dip.Bank (dist), FFIN, FNZATD, SHRINZ, 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, leadership development and strategic HR projects, consulting with all levels of management and managing 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. Her focus turned to business analysis, organisational development and knowledge management, as these best capture the holistic approach to harnessing all available resources to achieve business objectives in a changing environment.

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 a professional member of the Human Resources Institute of NZ (HRINZ) and the NZ Institute of Management (NZIM).

She has held committee memberships of FINSIA, HRINZ, NZATD and the NZ Knowledge Management Network (NZKM) and is an active member of the NZ Association of Psychological Type (NZAPT), the Minessence Group (an international network of values professionals), The World Future Society and the Australasian Thought Leaders Community.

In keeping with her belief in life long development Diane is currently enrolled as a part-time student on the Executive MBA Programme at Henley Management College, UK, majoring in Organisational Development.

Diane is fully qualified to deliver the MBTI® instrument (Myers Briggs Type Indicator®) in organisational settings, MTR-i® (Management Team Roles Instrument), DiSC® profiling, TMI® (Team Management Index), EBW® (Emotions and Behaviours at Work) profile and is accredited to administer AVI® (A Values Inventory) and Top Nine personal values profiles through her association with Values at Work™.

Diane has worked with a number of different organisations on change projects in New Zealand, UK, Australia and the USA and provides consultancy services to a number of organisations in both the private and public sector. In 2004 her change programme for a major shipping company was recognised by a regional win in the HRINZ Human Resource Initiative of the Year awards. She now works primarily with organisations in the areas of values, culture, people capability, change management, organisational learning and business analysis and provides personal coaching for leaders and human resource professionals. She is also in demand as a conference speaker.

Her message is always 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.