

Elegrow Consulting Practitioner, Michelle Black



Michelle Black, MCNS, GCCM, ACA, FAIM, the Principle Consulting Practitioner at Elegrow, is a proven leader of transformational outcomes with more than 20 years success as a senior executive in commercial, public and not for profit organisations. Michelle leverages breadth and depth of knowledge, experiences and capability, leading, managing and developing people, systems and resources to attain outcomes that directly impact performance, employee engagement and the bottom line.

Michelle has successfully led and managed volumes of change to transform outcomes, improve productivity, and meet external market needs. She has developed and led organisation strategy, negotiated and secured strategic partnerships, managed industrial relations matters, scoped and implemented technology solutions, led business units through a company merge, co-negotiated and led the sale and divestment of a business unit for a global organisation. Michelle has developed programs, led marketing, communication and engagement strategies, and project managed planning, compliance, accreditation and policy frameworks.

Michelle is an outcomes focused Consulting Practitioner, a collaborative influencer and a master facilitator who is passionate about building capability, empowering people to thrive through change, improving employee engagement, outcomes and financials.

Michelle is a Fellow of the Australian Institute of Management, a SIRA Approved Allied Health Practitioner and a Registered ACA Counsellor with a Master of Counselling, a Graduate Certificate in Corporate Management and behavioural certifications including; Genos Emotional Intelligence, Genos Motivate, NLP/NRT, Disc Advanced and the EAGALA Model. Michelle is the Founding Director of Elegrow and developed Australia's first evidence based program to Combat Compassion Fatigue (also known as Secondary Trauma) and Burnout in Community Care Professionals. This program has revealed statistically significant outcomes, and the research article relating to the program has been peer reviewed and published.

How Michelle can assist you and your organisation:

1. Leading Change, Strategy and Operations

- ✓ Change management – leadership, communication, engagement, planning, and frameworks – favoured models include ADKAR® Model, Rapid Planning and Reframing to Outcomes.
- ✓ Review and analyse organisation status - strategic goals, capacity, costs vs funding or revenue, capability, compliance, processes, performance measures, technology and gaps.
- ✓ Implementation and Planning – Business planning, implementation, aligning strategy with actions, measuring, communicating outcomes, adjusting the sails for momentum.
- ✓ Systems and Technology - review and scoping.

2. Employee Engagement & Capability

- ✓ Develop leadership capability.
- ✓ Develop Team capability, coherence and compliance.
- ✓ Develop individual capability and resilience.
- ✓ Improve motivation, engagement, communication and relationships.

3. Market Engagement Solutions

- ✓ Negotiate Strategic Partnerships
- ✓ Market Engagement Strategy, Planning & Implementation
- ✓ Scope and Develop Client Solutions to improve outcomes
- ✓ Host Market Forums and Lead Market Focus Groups