

Duean White

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Overview

I am a highly experienced workplace consultant and mediator. I have mediated countless commercial and legal disputes during the tumultuous Covid period for the Victorian Small Business Commission and am on the panel for the Gender Equality Commission. I also serve as a Non-Executive Director and Secretary of Kinaway the Victorian Aboriginal Chamber of Commerce and AFL SportsReady. I sit on the Governance Committee of Aboriginal Housing Victoria.

Education and Training

- Senior Executive MBA | Melbourne Business School | starting 2022 | MBS scholarship
- Graduate Certificate in Leadership and Coaching | USQ | Lowitja Institute scholarship
- Graduate Certificate in Career Development Practice | CEAV Institute
- Murra Program in Indigenous Business (Gen 10) | Melbourne Business School | IBA sponsorship
- Bachelor of Laws (Hons) | Bond University | awarded scholarship and numerous subject prizes
- Certificate IV in Training and Assessment | Swinburne University
- AICD Company Directors' Course | to be completed by May 2022 | AICD scholarship
- VCE Equivalent | Top 1% of the State | Kooralbyn International School Qld | awarded sports scholarship

Short courses including:

- Governance: Various AICD courses as part of the Observership Program | Governance and Finance for Directors
- Group work: National Mediation Accreditation | Cross-Cultural Facilitation | Remote Facilitation
- Coaching: Cliftons Strength Coaching | LCP Leadership Coaching | Saville Wave Accreditation
- Wellbeing: Mental Health First Aid | CIMA Crisis Management and Trauma Training | Ongoing short courses
- Other: IBA Business Accelerator Program | Macroeconomics | Microeconomics | International Law | Root Cause Analysis | Writing Government Tenders | Social Media

Board Appointments

KINAWAY CHAMBER OF COMMERCE VICTORIA LTD

Non-Executive Director and Company Secretary | Since Mar 2021

Kinaway is a membership organisation of Victorian Aboriginal enterprises. It has nearly 500 members and 30 staff. The board is comprised entirely of Indigenous people.

I have been a member of Kinaway for many years and have always admired the role it plays in social procurement, advising government and advocating for its members.

- Appointed Company Secretary and Chair of the Governance Committee. Requested by the Chair to be Treasurer following the next AGM.
- Developed a comprehensive suite of directors' policies on topics including conflicts of interest, a directors' code of conduct and risk management, and a suite of financial policies including delegations, procurement and purchasing.
- Contributed insight and expertise to various decisions.
- Built excellent relationships with Board members and the organisation's executive.
- Part of the team approving the Board's first strategic plan.

AFL SPORTSREADY LTD

Non-Executive Director | Since July 2021

AFL SportsReady runs a range of programs for people new to their careers to undertake training and a cadetship, internship or school-based placement. It runs the highly successful Warumilang Program for Aboriginal young people.

I was attracted to AFL SportsReady by its excellent reputation in the Aboriginal community and its connection with my professional interests in career development. On the inside, it is a well-governed organisation with a diverse board.

- Assisted the organisation to prepare strategically for changes in the policy arena that will impact on the organisation's funding and programs. This is being played out.
- Appointed to the Governance Committee where the current major task is to identify and recommend a replacement for the previous Chair, the Hon Justin Madden AM.
- Provided strategic insight into the organisation's application for a major round of funding.

ABORIGINAL HOUSING VICTORIA

Associate Director | Jan 2020 - Feb 2022

Member – Governance Committee | since Feb 2022

Aboriginal Housing Victoria manages over 1,500 social housing assets for vulnerable Aboriginal people in Victoria.

I joined AHV via the highly competitive Observership Program. AHV sought an “Observer” for two years rather than the usual one given the complexity of the organisation. I was called an Associate Director.

- Sat in all regular and many out-of-session board meetings given the timeframe was during the start of the Victorian government’s unprecedented Big Housing Build.
- Participated in Governance Committee meetings, culminating with an offer to join the Governance Committee as an independent expert following the expiration of my term as an observer and was strongly encouraged to apply for a forthcoming board vacancy.

Employment

CAREER STEER

Director | Principal Consultant | since Dec 2017

Career Steer is a specialist careers and workplace advisory service and a certified provider with Supply Nation and Kinaway. Its clients are mainly government and corporate entities. It provides mediation, outplacement, workplace reviews, training and general, executive and career coaching.

I established Career Steer as a specialist Indigenous-owned and run workplace consultancy with a specialisation in career development. I have worked with a range of government, private and not-for-profit clients.

- Appointed as the first Aboriginal mediator with the Victorian Small Business Commission. Mediated over 150 commercial rent disputes mainly involving Covid rent relief with a resolution rate that exceeded KPIs and resulted in my being reappointed for a second term.
- Selected for admission to the mediation panel for Victoria’s Gender Equality Commission.
- Won a VPS-wide careers tender in a collaboration with Converge (below).
- Performed various mediations between work colleagues and diagnosed and resolved conflict among Aboriginal teams dealing with issues including trauma and lateral violence. Delivered training in Conflict Management, Negotiation and Difficult Conversations for Aboriginal staff across the entire Victorian Public Service.
- Developed (and will soon deliver) week-long World of Work training for Aboriginal mothers and long-term unemployed looking to work with a large corporate in NSW and Victoria.
- Provided Indigenous mentoring for Melbourne Water’s Aboriginal trainees and staff of all levels for the Wilson Group.
- Facilitated various workplace reviews, investigations, yarning circles and healing days for Indigenous employees working for government departments, television stations and world-renown charities all around Australia.
- Selected to undertake a business accelerator program with Indigenous Business Australia.
- Selected as an Associate Board Member for Aboriginal Housing Victoria under the Observership Program. AHV have invited me to stay on as an expert on the Board’s Governance Committee.
- Delivered national training for the Career Development Association of Australia on working with Aboriginal clients.
- Reviewed various policy and position papers that will shape the direction of the First People’s Assembly and the Treaty process in Victoria. My work was acknowledged in writing by the Co-Chairs.

CONVERGE INTERNATIONAL

Lead Consultant | Senior Careers Consultant | Jul 2012 – May 2021 | Contract

Converge is Australia’s largest provider of EAP services and has a presence around Australia. It also has a consulting arm that provides outplacement services, conflict resolution, workplace assessments, training and psychological testing. I subcontracted to Converge via Career Steer.

On a subcontracted basis, I assisted individuals with one-on-one general career coaching and advice, outplacement, mediations and training. I have coached clients on career choices, skills and strength identification, practical aspects of job seeking and assistance with specific challenges such as networking and transitioning to retirement.

- Promoted to Lead Consultant/Product Manager with responsibility for all careers products nationally.
- Developed and delivered national training in career counselling for EAP consultants (mainly general counsellors, social workers and psychologists).
- Wrote a 100-page outplacement e-manual for new outplacement clients and over 20 tipsheets on topics including interviewing, LinkedIn and networking etc.
- Worked with senior leadership to define, modify and improve our career-related services through the creation of consulting products such as combined inhouse training and individual coaching and hosting yarning circles.
- Selected to undertake CIMA training in coaching and trauma. Appointed part of the national trauma team.

- Rated in the top 95th percentile of 300 consultants nationally. Relied on to be dispatched for fussy, dissatisfied, demanding or VIP clients.
- Provided cultural guidance to staff and consultation for Indigenous product development and services.
- Delivered training for groups of staff from various entities, all with exceptional positive feedback.
- Invited by the CEO (former MBS Professor) to lead the development of the company's inaugural RAP.

AVANSAR

Account Director - Executive Search | Aug 2005 – Jul 2012

Avansar was an executive search firm specialising primarily in property and retail. I set this up with a business partner and ran it as a successful, profitable business employing up to 20 staff and contractors. While still highly profitable, I wrapped the business up after the birth of my daughter and when I sensed that the market was about to change once LinkedIn turned mainstream.

I oversaw all aspects of the business from sales, account management of clients, recruiting and managing staff and dealing with a large volume of people and encouraging them to explore other opportunities.

- Developed all the marketing and branding.
- Managed all operations in the business including writing a procedures manual, finance, staff and IT.
- Built excellent relationships with multibillion dollar businesses, many of which I worked with as their sole advisor over a ten-year period.
- Provided career counselling and practical advice for individuals.
- Assisted client organisations to define their needs and prepared HR documentation as needed.
- Negotiated contracts with clients and service providers.
- Engaged in day-to-day sales and account management functions.

Previous employment included:

- Account Director | Rosch Group (executive search) | Five years
- Account Manager | SMS Consulting | Two years
- Graduate then Diplomat | Department of Foreign Affairs and Trade (Canberra then Lao PDR) | Five years

Professional Memberships

- Certified Supplier | Kinaway (Victorian Aboriginal Chamber of Commerce) and Supply Nation
- Professional Member | Career Development Association of Australia (CDAA)
- Accredited Mediator | National Mediation Standards Board
- Member | Victorian Association for Dispute Resolution and Australian Mediation Association
- Associate Member | Indigenous Allied Health Australia (IAHA)
- Mentor | Strong Women Strong Business mentoring program

Other Information

- My family is Biripi from Wauchope in NSW, near Taree. My family now lives at Tweed Heads on Bundjalung Country but I have lived in Naarm/Melbourne for a long time.
- I enjoy fossicking at markets, leading "urban adventures" with my children, learning peoples' stories, business, current affairs, networking and connecting people, bingeing Scandinavian detective series and AFL (I am an excited and trying-to-keep-a-lid-on-it Carlton supporter).