



ORGsight

CAPABILITY STATEMENT

BEHAVIOURAL SCIENCE SOLUTIONS THAT
EMPOWER SUCCESS

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ORGSight Overview

At ORGSight, we are committed to partnering with our clients in the pursuit of organisational and individual development goals. When you work with us, we treat your organisation and its people as if they were our own, genuinely dedicating ourselves to your success.

Our focus is on creating a high return on investment by ensuring our solutions are grounded in the latest research

evidence and proven outcomes. We are experts in organisational psychology and our diverse team brings a variety of expertise to the table, ensuring a well-rounded approach tailored to your needs. We prioritise continuous professional development, providing you with peace of mind that you are receiving quality, informed advice and services that conform to the practice standards and code of ethics guiding our profession.

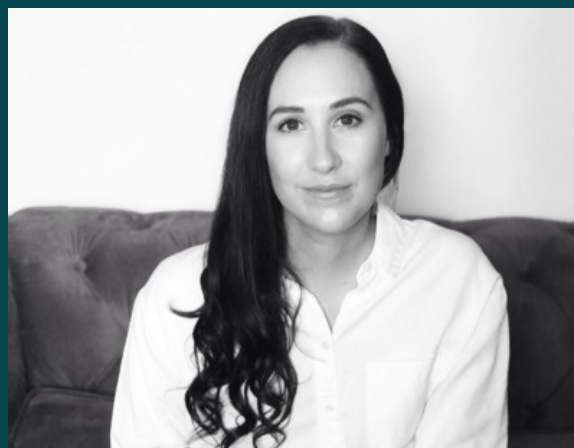
Ashton Warrick

DIRECTOR AND ORGANISATION PSYCHOLOGIST

ASHTON IS AN ENDORSED ORGANISATIONAL PSYCHOLOGIST AND DIRECTOR AT ORGSIGHT, HOLDING A MASTER OF APPLIED PSYCHOLOGY (ORGANISATIONAL).

With over 15 years of experience in public and private sectors, Ashton brings deep expertise in compliance, business integrity, leadership development, employee experience, stakeholder and community engagement, strategy, inclusion and diversity, and organisational development. Her extensive project portfolio spans industries such as mining, property, construction, health, education, and legal industries.

As the Director of Pride Professionals, Ashton is a driving force in facilitating best-practice mentoring programs



for LGBTQ+ professionals. With established programs in Perth, Brisbane and Melbourne, Ashton's commitment to diversity and inclusion is truly inspiring.

Ashton is accredited in various psychometric tools and has expertise in debriefing, assessment design, program development, coaching, employee training, expatriate research, work analysis, onboarding, and facilitating workshops, focus groups, and strategy and action planning sessions.

What We Do

ORGsight brings extensive expertise in delivering tailored solutions for organisations, teams, and individuals. While this statement offers a showcase of our feature services and industry expertise. For a comprehensive view of our full suite of services, please [visit our website >](#)

ORGANISATIONAL DEVELOPMENT

- **Strategic and Operational Planning;** comprehensive strategy development, action planning, and prioritisation.
- **Employee Engagement;** targeted survey and program/intervention design.
- **Change and Culture/Climate;** context-specific assessment, process design, and management.

LEADERSHIP AND TEAM DEVELOPMENT

- **Leader Assessment;** personality, capability, and 360-degree feedback.
- **Individual Coaching Programs;** for all levels of leaders (emerging to executive), supporting skill and capability development.
- **Development and Team Day Facilitation;** assessment, workshops, and programs to build high performing and cohesive teams.

INCLUSION AND DIVERSITY

- **I&D Assessment and Strategy;** for identifying I&D perceptions and gaps and developing strategy that aligns to organisational values.
- **Program Development;** design, implementation, delivery, and evaluation of targeted I&D programs and initiatives.
- **Mentoring Programs;** for supporting employee development and engagement and improving inclusive behaviours through reverse mentoring.

STAKEHOLDER ENGAGEMENT

- **Project Specific;** for strategic plan development and program design.
- **Community Engagement;** for property planning, urban design, and strategic decision-making.
- **Member Engagement;** for membership organisations and not-for-profits.
- **Continuous Improvement;** to create feedback loops and provide insights.

Our Difference

We leverage the latest **research and evidence**, blending theoretical knowledge with practical, business-relevant insights.

By taking the time to thoroughly understand your industry, operations, and stakeholders we can be confident our solutions are well-considered, fit for purpose, and targeted to your specific needs.

Our approach embraces a commercial mindset to deliver outcomes which balance

efficiency and feasibility, with meaningful, sustainable, long-term impact.

We have a demonstrated record of delivering consistent, high-quality results, with our successful performance evidenced by a significant number of ongoing and returning clients and word-of-mouth referrals.

Bridging Insights and Impact

1.

DATA-DRIVEN APPROACH

We carefully consider the insights and trends gathered from internal and external stakeholders to support informed decision-making, process optimisation, risk mitigation, and drive growth.

2.

STRATEGIC ALIGNMENT

We focus on achieving exceptional outcomes by ensuring strong strategic alignment exists between your desired outcomes, the needs of your stakeholders, and our proposed solutions.

3.

PRACTICAL STRATEGIES

We distil psychological principles and methodologies into applicable strategies, ensuring that our solutions continue to evolve with your business and support your success over the long-term.

4.

RETURN ON INVESTMENT

We pride ourselves on delivering a high return on investment for each of our clients, ensuring our solutions genuinely impact the success of the organisations we partner with.

Our Recent Clients

We are privileged to have collaborated with a diverse and dynamic client base that ranges from global organisations to local not-for-profits, across a variety of industries.

Explore our case studies to see how we've helped our clients enhance their business performance and accomplish their goals [here >](#)



Industry Focus:

PROPERTY

ORGSight has refined a suite of services tailored to meet the unique challenges faced by the built environment and property sector, addressing the complexities of balancing stakeholder interests, regulatory requirements, and community expectations, alongside the project vision. Stakeholder misalignment can lead to project delays, increased costs, and negative public perception. Our work is centred on delivering effective community and stakeholder engagement to address these challenges. By creating transparent

and authentic engagement initiatives, we ensure that stakeholders and communities are both informed and heard, while gathering essential insights to guide project decisions.

We collaborate with a diverse range of clients, including:

- Architects and Urban Planners
- Property Developers
- Government Departments and Local Councils
- Community Groups and Organisations



OUR KEY SERVICES

Stakeholder & Community

- Strategic Advice & Risk Identification
- Stakeholder Analysis & Mapping
- Custom Survey Data Capture
- Interview & Focus Group Facilitation
- Unstructured Data Sentiment Analysis

Engagement & Buy-in

- Individual & Group Engagement & Consultation
- Consultation Reporting
- Co-design & Iteration
- On-site Presentations & Forums
- Expert Panel Discussion Facilitation
- Social & Community Engagement Events

Industry Focus:

RESOURCES

ORGsight has a strong track record of delivering impactful leadership and cultural transformation programs for large and mid-tier resource companies. We understand the unique challenges of the sector, including remote operations, diverse workforce dynamics, and evolving industry demands. Our programs are designed to foster talent development, improve

retention, and build a more inclusive and high-performing workplace culture.

We work with a wide range of clients within the resource sector, delivering solutions tailored to divisions, business units, and large-scale national and international programs.

OUR KEY SERVICES

Leadership, Team & Culture Transformation

- Leadership Development Programs
- Culture Transformation Projects
- 360-Degree Feedback and Leadership Coaching
- Team Development, Skills Training, and Team Days
- Work analysis services

Inclusion & Diversity

- I&D Strategy Development and Implementation
- Bespoke Mentoring Programs
- Women Retention Initiatives
- LGBTQ+ Support Programs



Services Focus:

LEADERSHIP COACHING PROGRAMS

At ORG^{sight}, our Leadership Coaching Programs are designed to cultivate effective leaders at all levels of your organisation. We tailor our coaching to meet the unique needs of individuals and teams, empowering them to unlock their potential, enhance skills, navigate change, foster collaboration, boost performance, and drive success.

Key Features of Our Leadership Coaching Programs:

- **Personalised Approach:** We customise coaching sessions to align with the specific goals and aspirations of each leader.
- **Evidence-Based Methodology:** Our programs are grounded in psychological principles and utilise proven coaching models and techniques.
- **Flexible Delivery:** Coaching can be delivered in one-on-one sessions or group formats, depending on the needs of your organisation.
- **Comprehensive Focus Areas:** Our coaching addresses various aspects of leadership, including emotional intelligence, decision-making, communication, and team dynamics.

Benefits of Our Leadership Coaching Programs:

- **Enhanced Leadership Skills:** Participants develop critical leadership competencies, enabling them to effectively guide and inspire their teams.
- **Improved Team Performance:** Coaching fosters collaboration and communication, leading to higher team engagement and productivity.
- **Personal and Professional Growth:** Leaders gain insights into their strengths and areas for development, driving their own growth and success.

[Click here for more information.](#)



Services Focus:

BESPOKE MENTORING PROGRAMS

At ORGsight, our Bespoke Mentoring Programs serve as sustainable employee development tools that significantly enhance talent retention, elevate employee experience, and drive performance. Tailored to meet your organisation's unique needs, these programs foster a positive organisational culture and harness the benefits of reverse mentoring.

Proven Experience with Major Organisations

We have successfully delivered a diverse range of mentoring programs for large organisations encompassing initiatives from small divisions to national and international efforts. Our notable programs include:

- **Small Division to Large Business Unit Programs:** Focused on talent and leader development and support.
- **New to Mining Pathways Program:** Focused on retaining women and Indigenous employees.
- **LGBTQ+ Mentoring Program:** Offered across Australia, New Zealand, and Singapore focusing on development and support, and leadership I&D capability.

Additionally, we facilitate the Pride Professionals Mentoring Program in Perth, Brisbane, and Melbourne, an industry-wide initiative aimed at empowering LGBTQ+ professionals and their allies, while enhancing LGBTQ+ inclusion across various sectors. [Learn more here >](#)

Key Features of our Bespoke Mentoring Programs

- **Best-Practice Mentoring Framework:** We employ a rigorous application and matching process to ensure compatibility between mentees and mentors, maximising relationship effectiveness and programme outcomes.
- **Customisation:** Our programs are adaptable to align with your specific context, organisational goals, internal competency frameworks, and diversity and inclusion objectives.
- **Comprehensive Training and Support:** We provide thorough training and ongoing support for mentors and mentees, equipping them with the necessary tools and resources for a successful mentoring experience, with the option to include individual coaching.

[Learn more here >](#)





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