

# Raab.

## OrganisationalDynamics

Consultancy

Training

Professional Supervision

# Managing Consultant: Naomi Raab

B.Ec (Monash) M.Bus (RMIT)

I am an organisational change consultant, researcher and academic. I have 20 years of consulting experience in which I have assisted people to lead more dynamically and creatively, often in organisational contexts of considerable turmoil, ambiguity and conflict.

My practical, hands on experience in consulting to organisations and coaching managers and professionals, together with an extensive background in organisational dynamics, organisation design, psychology, training and education, enables me to guide managers and change agents in the learning and transition process.

## Clients and Projects

I provide:

- Organisational consultancy services.
- Individual professional supervision and coaching
- Group work with management teams
- Conflict mediation processes
- Reflective team practice
- Consulting skills for change professionals
- Skills training and experiential workshops

My clients come from all sectors - corporate, public and not for profit organisations and range from CEO's and managers restructuring and reconfiguring organisational roles to psychiatrists and school principals managing the dynamics of their institutions.

Consulting assignments vary but are often those which require me to work with teams and individuals in the aftermath of considerable and seemingly irreparable conflict and breakdown and where other consulting interventions have failed or are ineffective.

I also work as the 'consultants' consultant, supporting change practitioners in their work through a process of team and individual professional supervision. I work in collaboration with the organisation's internal consultants building an effective and supportive team which is able to usefully reflect on it's practice.

## The Nature of the Work

Collaborative and supportive, assisting clients in having real, authentic conversations to address issues previously undiscussable or unresolved.

- Action learning aimed at supporting managers to make and evaluate changes in the workplace.
- Enabling clients to learn to access their humanity and their courage, and building confidence to step into their roles and competence strongly in ways which inspire and develop others.
- Sensitivity and awareness of gender and ethnicity which can have a significant impact on the way organisational life is lived.
- Psychodynamic, exploring both conscious and unconscious dynamics and involving close attention to individual experiences and group dynamics.

## Academia

I have previously worked as a Senior Lecturer in the School of Management at RMIT University where I worked with postgraduate students in the areas of Organisational Consulting, Organisation Change and Action Research. I was responsible for a long-standing and successful Masters in Organisational Change and Consulting, which provided a radical alternative to mainstream offerings in this field.

## Research and Consulting

As both consultant and researcher, my interests are in the nature of organisational life and its capacity to both harm and heal. My writing produces lucid accounts of organisational life and is instantly recognisable and accessible by clients and participants.

## Publications

“Working with the Client-Consultant Relationship –Why every Step is an Intervention” OD Practitioner, Vol. 36 No. 1 Part 2. 2004

“How Organisations Work (and why they’re crazy)” Bridging Our Worlds Connecting Collaborating and Co-operating, Conference Proceedings, VCOS National Conference, 2000

“Becoming an Expert in Not Knowing : Reframing Teacher as Consultant.” Management Learning, Vol 28, Issue 2, June 1997

“The Rhetoric of Transformational Change” HR Monthly, July 1995.