



*Victorian Public  
Sector Specialists*

# Cube Associates

Skills. Experience. Networks.

## Cube exists to support exceptional public service

Exclusively serving the Victorian Public Sector, Cube is proud to support the vital work of our clients.

Our values are in tune with the VPS and are infused in every project and every client relationship. Cube values:

- Consistently delivering quality solutions;
- Responding to client challenges with agility;
- Building collaborative relationships;
- Acting with social and personal integrity; and
- Being professional with a sense of fun.

We set clear expectations and deliver on our promises.

Our proven experience as a solutions provider means that Cube brings insight, perception and good judgment to the table. A true solution requires the ability to be flexible and to innovate. Because we consistently deliver for our clients, we have become regarded as a trusted advisor.

We welcome the opportunity to discuss how we can support you in providing exceptional public service.

## Supporting a responsive public sector

Since 2002, Cube has been helping the Victorian Public Sector provide services for the Victorian community. We recognise that exceptional public service requires a clear strategic direction and streamlined operations. To achieve this, Cube guides clients toward solutions that best match their environment and strategic goals. The result is a more responsive public sector that delivers integrated and efficient services for the Victorian community.

Our collaborative approach to client service has led to strong relationships and continued re-engagement with our clients.

Cube is a management consultancy that puts relationships first. We value partnership with our clients as highly as the outcomes we achieve for them.

## Introducing the team

Cube has brought together a unique team of highly skilled and experienced Associates that understand the challenges of public sector management.

Our team have held positions at the highest levels of the VPS, and have practical, hands-on experience across government segments.

Our wide-ranging skills allow us to implement tailored solutions that address the complex challenges faced by today's VPS leaders.

# Cube Associates

The matrices below summarise the most extensive areas of skill and VPS experience for each member of the Cube Associate team

## Key Skills

	Stuart Allen	Alan Clayton	Randall Cohen	Richard Foster	Nick Field	Warren Hodgson	Roslyn Kelleher	Alison Natt	David Page	John Peoples	Deborah Pollett	Bob Richardson	Ben Schramm	Ross Smith	Mike Vitale
Organisation Design / Governance			✓	✓		✓			✓	✓		✓	✓	✓	
Process & Operations Management				✓			✓	✓		✓		✓			✓
Program / Project Management	✓	✓		✓		✓	✓	✓	✓		✓	✓	✓		
Policy Development & Analysis		✓		✓		✓		✓						✓	
Strategy & Business Planning	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Legal Advice			✓									✓			
Commercial & Financial Advice	✓	✓	✓	✓		✓		✓	✓		✓	✓			✓
Procurement	✓		✓	✓	✓	✓		✓	✓	✓	✓			✓	
Leadership & Coaching		✓			✓	✓			✓				✓	✓	✓
Gateway/Investment Logic	✓			✓	✓	✓	✓				✓	✓			✓
Partnerships / Alliancing	✓	✓	✓	✓		✓		✓		✓		✓	✓		

## VPS Experience

Health & Aged Care		✓								✓					✓
Telecommunications & ICT			✓	✓		✓	✓	✓	✓						✓
Treasury & Finance	✓		✓	✓	✓	✓		✓	✓		✓	✓			
Education, Employment & Training						✓								✓	✓
Emergency Management	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓		
Environment & Natural Resources			✓	✓		✓		✓		✓				✓	
Gaming, Racing & Responsible Alcohol		✓			✓				✓	✓		✓			
Corrections		✓				✓	✓	✓			✓	✓			✓
Law & Courts			✓		✓		✓								
Housing, Welfare & Disability Services		✓				✓			✓					✓	
Transport & Roads	✓		✓	✓	✓			✓		✓		✓	✓		
Community Development & Local Government	✓			✓		✓								✓	
Major Infrastructure Projects	✓	✓	✓	✓		✓		✓		✓	✓	✓	✓		
Industry & Innovation	✓				✓			✓		✓	✓	✓	✓	✓	✓



## Stuart Allen

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**M** 0407 956 829

**Q** *Certificate in Accounting,  
Assoc. Dip. Business*

Stuart has over 40 years of diverse banking and commercial experience in the private and public sectors, and has been at the forefront of many significant transactions.

After 26 years in the Banking Industry, Stuart joined the VPS in 1996 with the Department of Treasury & Finance, working on a range of public private partnerships (PPPs) within the health, transport and natural resources portfolios. In 1998, Stuart was appointed to the position of Executive Director of the Community Support Fund within the Department of Premier & Cabinet.



## Alan Clayton

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**M** 0417 565 923

**Q** *B.Ec., MBA, Victorian Public Service Medal, Cube Director*

Alan is recognised as a senior figure in the Law and Order, Emergency Services and Health/Welfare sectors of the VPS. He has been extensively involved in the strategic planning, direction and delivery of complex in-sourced and out-sourced commercial projects for the public sector. Alan has a detailed understanding of the VPS environment and a proven track record implementing critical government strategy platforms.

He is recognized for his abilities to manage complex operational environments, to develop and implement solutions to complex projects and to engage and co-ordinate executive stakeholders at the highest levels of government.



## Randall Cohen

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**M** 0438 534 109

**Q** *B.A. LLB*

Randall has over 20 years of professional experience in delivering practical and favorable solutions to the public and private sectors in complex commercial, legal and regulatory matters. He has deep knowledge and expertise in major infrastructure projects, and the energy and resources sector.

Randall's areas of speciality include compliance, insurance, risk analysis and mitigation and intellectual property. He is well regarded for his advice on how to manage the State's commercial interests.



## Richard Foster

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**Q** *LL.B. (Hons), B. Sc., LL.M., Grad. Dip. App. Fin & Inv., GAICD*

Richard is a highly regarded infrastructure professional. From 2002 to 2011 he played a significant role in Partnerships Victoria projects, policy and guidance development, and training activities, as well as providing strategic commercial, policy and risk management advice for a range of broader infrastructure initiatives.

Richard has comprehensive knowledge of Partnerships Victoria policy and projects and Infrastructure Australia policy and guidance. He leverages a strong grasp of government's infrastructure policy drivers, and an innate ability to understand complex situations, to develop custom built solutions appropriate for unique circumstances.



## Nick Field

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**Q** *B.A. (Hons), Dip. Management Studies, CITI Project Management, Cert IV in Assessment and Workplace Training, Certified "Quality Working" facilitator*

Nick is an experienced management consultant with expertise in strategy and business planning, stakeholder management, people development and the business process lifecycle. Nick has directed several high profile initiatives in the justice and emergency management sectors, for State and local government clients.

His public sector experience is complemented by 5 years with Severn Trent Water's Business Improvement Group (UK). Nick is an expert facilitator who is often engaged to facilitate highly complex workshops.



## Warren Hodgson

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**Q** *B.Sc, Dip Eng. Metallurgy, Adv G.Dip AICD, FAICD, IPAA Fellow, Cube Director*

Warren was previously Secretary, Department of Innovation, Industry and Regional Development, and prior to that Under Secretary, Department of Treasury and Finance.

He has a background in the manufacturing industry, qualifications in science and engineering, and is a fellow of the Australian Institute of Company Directors. Warren is well regarded for his provision of specialist policy, strategy and commercial advice for the VPS.



## Roslyn Kelleher

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**Q** *PhD in Sociology, Diploma of Social Sciences, DipEd, B.A.*

Roslyn is a highly regarded operations executive who has undertaken Executive Director roles for the Department of Justice Strategic Projects and Planning portfolio, and the Police, Emergency Services and Corrections portfolio.

Over the course of Roslyn's public sector career, she has gained extensive skills in complex policy development, corporate governance, major program delivery, strategic planning and leadership development. Roslyn has applied these skills in fields as diverse as immigration policy, higher and vocational education, telecommunications, corrections, emergency services, employment services and infringement management.



## Alison Natt

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**Q** *B. Educ, Masters in Urban Planning, Bus Admin. and Applied Finance, PM Professional, Cert Contract Management*

Alison is an experienced consultant who enjoys working with clients to deliver results. While she has a sound knowledge of tried and tested approaches, Alison is adept at developing and implementing new approaches and business initiatives. She has a breadth of experience including the management of large and complex projects, commercial management, procurement management, corporate services, operations management and business strategy.

Alison has over 20 years experience in the public and private sectors where she has held senior management positions in corporate, commercial and project functional areas. She has more recently provided consulting services to government and business.



## David Page

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**Q** *Electrical & Electronic Engineering;  
Master of Business Administration  
(Melb)*

David is an accomplished consultant strategist, experienced in a variety of fields including procurement, operations management, sustainability; activity based costing, cost reduction, business/IT strategy and implementation. David's broad industry experience includes Government/public sector, air transport, financial services, retail, automotive, general manufacturing, mining, rail transport, and professional services.

David also has a robust reputation for capability improvement, encompassing: training, facilitation, coaching and team building as well as authoring numerous thought-leadership papers on sustainable strategic sourcing, operations management and business strategy.



## John Peoples

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**M** 0412 210 839

**Q** *B.Comm., GAICD, IPA, PMI, AHRI, AIM,  
Strategic and Competitive Management,  
Advanced (Exec) Management*

John is a highly experienced operations executive who has lead diverse teams of professionals to success in fast-paced environments. He has more than 15 years of hands-on experience in strategic planning, business unit development, project and change management, and system engineering strategies.

He has an impressive track record of analysing VPS organisations, and developing innovative and cost-effective solutions for enhancing competitiveness, increasing revenues, and improving customer service offerings. John sits on numerous boards, committees, community and reference groups, and is an experienced Independent Chair.



## Deborah Pollett

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**Q** *B.Bus, GAICD, Accredited ILM*

Deborah has a wide range of senior management experience in the construction, energy, facilities management and government sectors, including Chief Finance Officer at Emergency Communications Victoria, Director of Operations at Delaware North and Director of Finance for Serco – Government Services.

Her breadth of exposure across the VPS encompasses organisational restructures, strategic operational reviews, business cases, funding submissions and commercial advice across a broad range of VPS projects and departments.



## Bob Richardson

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**Q** *B.Ec, LLB*

Bob has fifteen years experience in the banking sector covering mergers, acquisitions, marketing and product development. He was head of global sourcing activities for ANZ and NAB. Bob is well-regarded in the VPS as a specialist strategic advisor and lead negotiator on contractual, procurement and commercial matters for major projects, and has recently provided these skills to the corrections, traffic cameras, emergency services, health services and transport portfolios.

Bob performed as the Head of Procurement for the Melbourne 2006 Commonwealth Games Organising Committee and Head of Legal and Contracts for the Doha Asian Games Organising Committee.



## Ben Schramm

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**Q** *B.Comm. (Hons)*

Ben is a dynamic management consultant with extensive skills and experience in strategic and business planning for VPS departments and public entities, in particular within the Justice, Emergency Management and Community Services sectors.

Ben is a recognised facilitator and presenter, with proven expertise in the development and implementation of service and process models, and project and contract management frameworks. Ben's public sector experience is complemented by a number of years consulting experience with Accenture Australia.



## Ross Smith

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**M** 0419 211 506

**Q** *B.A., Grad Dip Admin, Harvard Advanced  
Management Program MAICD, FAIM,  
Commonwealth Public service Medal*

Ross is a highly experienced consultant who specialises in strategic planning, executive coaching and business performance, and is well regarded for his practical, hands-on advice. Ross has undertaken high profile senior executive roles at Commonwealth and State levels, and has an in-depth appreciation of the strategic challenges faced by the public sector.

Ross has a proven track record in highly complex, sensitive environments, and has applied his skills in diverse government sectors such as defence, film, mental health, immigration, education, construction, information technology and human services.



## Mike Vitale

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**Q** *B.A., PHD & MBA*

Michael is a Professor at Monash University, and the Director of the Monash Asia-Pacific Centre for Science and Wealth Creation.

Michael has held several high profile positions, at the Melbourne Business School (MBS), the Australian Graduate School of Management and University of Melbourne, and as a Fellow at the Ernst & Young Center for Business Innovation in Boston.

He teaches, researches, and consults in the areas of commercialisation and innovation, including a cross-section of private and public sector clients.



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