

MEGAN RORICH

Management Consultant

Nationality: New Zealand

Phone: +64 21 0417097 Email: mrorich@xtra.co.nz

Qualifications

UNIVERSITY OF AUCKLAND

Master of Commerce 2012

Bachelor of Commerce (Hons) 2010

Bachelor of Commerce – Marketing and Management 2009

Career and achievements

ROB RORICH AND ASSOCIATES – Management consultant

2009 - 2014

Worked as a management consultant for Rob Rorich and Associates, an international organisational development consultancy firm established in 1989. Rob Rorich and Associates customises contributions to the specific needs and business objectives of its clients and supplies tailored interventions that facilitate sustainable performance improvements that address a wide variety of organisational challenges.

My key responsibilities at Rob Rorich and Associates included:

- attending to business development and new client recruitment;
- establishing focus groups and client interviews to ascertain the requirements of the client organisation (needs analysis);
- client relationship management, ensuring the client is a constant part of the design and implementation process, a partnering approach resulting in a programme design that is unique to the organisation;
- analysing fit for potential programme speakers, approach and secure international input specialists;
- creating content, scheduling and high level design of programmes;
- programme administration, file design, venue preparation, guest schedules, information packs;
- creating tenders for future programmes;
- in programme facilitation of action learning groups; and
- report and evaluation compilation to debrief each programme.

A breakdown of my experience is set out in the attached Appendix.

Skills and competencies

- Ability to engage across all levels and cultures.
- Thrive in fast paced and changing environment.
- Strong presentation skills.
- Proactive and persuasive.
- Exceptional project management ability.
- Inquisitiveness and creative idea generation.

Personal interests

I am passionate about travel. I love nothing more than losing myself in a new city. The more different and challenging the more I love it. I have hiked with gorillas in Uganda, explored the dug out churches of Lalibela in Ethiopia, and absorbed in the art and culture on cities like St Petersburg, Istanbul, Cairo, Paris, Prague, New York and Venice. I have cruised the Nile, hiked through Petra, and driven 4x4s through the desert in Dubai. In every new place I immerse myself in the language, food and culture, I believe that travel gives new perspectives and ideas, often passively, simply by opening out minds to new experiences.

I am a self confessed foodie, I love food and wine, whether it be exploring restaurants, or creating a meal at home with friends and family. There is nothing better than a great meal with the people you love.

I am an art lover. While I have no formal education with regards to art, I like to visit as many galleries as possible and explore different artworks. Again like travelling, great art makes you see the world differently, if only in the smallest way.

I am an avid reader. I enjoy all books both fiction and non-fiction

I strongly believe in giving back to the community and accordingly I volunteer with the Red Cross Refugee Resettlement Programme in Auckland. This is a cause that fits with my values and beliefs.

My lifestyle is focused on balance, healthy eating, exercise and meditation are central to my daily routine, keeping me healthy, happy and supported.

Referees

Brian Isaacson
Management Consultant
Aligned leadership
0027 83 655 2817
bialign@iafrica.com

Karen Harmse
Director
Joint Prosperity
0027 83 307 0483
karen@jp.co.za

Jamila A- Mahrizi
Training Specialist
Oman Oil Company
00 968 993 71173
almahrizi37@gmail.com

Appendix

Court of the Crown Prince of Bahrain

A leadership Development programme for scholars on the Crown Prince Scholarship Programme in Bahrain. Using action learning, the students were set challenges by top companies in Bahrain and worked to achieve outstanding results. This process was accompanied by continuous reflection exercises to ensure learning and personal growth and development. During my time at Rob Rorich and Associates I worked on four Crown Prince Scholarship Programmes.

- Project managed programmes from inception to completion, including design, planning, delivery and follow up.
- Provided delivery oriented development of customised and intuitive business ideas and solutions
- During the course of these programmes I facilitated groups in varying corporate positions and industries such as banking, telecommunications, and oil and gas. The groups were comprised of top management and the national top ten university students.
- Influencing and interacting with top business leaders and stakeholders. This was done on many levels, on boarding companies and top management and selling the programme outline to the client and enlisted companies.
- Conducted needs analysis in key organisations, helping them select a core business challenge for the programme to revolve around. Refining the challenge into a workable programme.

Bapco

Bapco is an Oil Refining company based in Bahrain. The programmes I ran in this organisation were specialised leadership development programmes aimed at developing individuals who had received Bursar scholarships from Bapco. The programme combined a wide variety of development tools and phases. As a 90 day challenge, it was essential to maintain focus and momentum, something that was built into the design. Students came away from the programme with both hard and soft skills to take them into the future. During my time at Rob Rorich and Associates, I worked on four of the Bapco programmes.

- Compiled tenders, including programme outline, scheduling and budgeting.
 - Conducted needs analysis and objectives for the programme. This included interviews with top management and department heads. Influencing and interacting with top business leaders and stakeholders therefore comprised a large portion of my role.
 - Project managed the programme from inception to completion, including:
 - Design - analysis of client objectives, designing a unique and engaging programme to fit the company's goals and objectives.
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- Planning – engaging speakers, participants, events, and venues.
 - Delivery – facilitation and on the ground running of the programme
 - Provided customised and intuitive business solutions for unique development objectives.
 - Facilitation of groups throughout the programme. Groups included university students and Bapco employees.
 - Analysis, follow up and assessment of the programme and its results
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Oman Oil

This programme looked at development of a clear talent pipeline for succession planning, talent development and leadership development. Conducted with top management the programme incorporated action learning, experiential learning, psychometric testing and development plans, as well as input from global input specialists from individuals at the top of their specialisation. The programme's success at the top level, resulted in multiple programmes designed to cascade down throughout the organisation.

- Design of a world class programme, which provided clear results in terms of succession planning, while being engaging and providing clear developmental paths for all participants.
- Designed a complex four tier programme, in which four streams of development happened concurrently during the programme.
- Conducted needs analysis and supplied customised business solutions and recommendations in line with business objectives.
- Provided delivery oriented development of customised and intuitive business solutions for a wide range of business issues including talent management, succession planning, strategic planning, and leadership development.
- Facilitated groups of top management.
- Influencing and interacting with top business leaders and stakeholders.

SOS Children's Villages

SOS Children's village is an NGO that operates world-wide in 135 countries across five continents. The programme I worked on was to produce an international guideline for location development. Using benchmarking, Lego serious play, creative thinking and vision mapping, accompanied by key criteria identification and action plans to move forward. We developed a programme that was robust and replicable on global scale.

- Designed a complete new system for village innovation.
 - Facilitated the pilot programme, designed to teach facilitators how to implement the programme themselves
 - Used a creative mix of hands on creative and well as group process, to
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develop a product that could be used internationally, was highly replicable, and worked to produce breakthrough solutions.

- Collated and documented programme results to formulate a training manual in order to allow facilitators to replicate the programme in the future.
- Influencing and interacting with top business leaders and stakeholders.
- Aided in project management from inception to completion, including design, planning, delivery and follow up.

Other clients included:

GPIC (Gulf Petrochemical Industries Company)

Alba Aluminium Smelter

Batelco (Telecommunications)

Mumtalakat (Investment)

BBK (Banking)
