



## PROFILE

# STEVE WESTON

## EXECUTIVE SUMMARY

Steve is a culture and leadership advisor who helps CEOs, executives, and cross-functional teams align culture with strategy, turning that alignment into measurable results.

He brings practical frameworks and tools that make leadership observable, coachable, and scalable, then partners from the C-suite to the frontline to embed them in day-to-day operations. Known for engaging, disciplined facilitation that sparks insight, productive tension, and lasting behaviour change, he equips leaders to tackle routine and adaptive challenges. Blending systems thinking with hands-on practice, Steve links operating models, performance routines, and leadership behaviours to lift results quickly and sustainably.

## AREAS OF SPECIALTY

### Leadership

Picture an executive team stuck in firefighting: busy meetings, uneven translation of strategy, and “tell and do” on the frontline. Steve makes leadership visible with simple diagnostics that shows where authority is strong but leadership thin. Drawing on adaptive leadership from Harvard and 25+ years in the field, he designs working sessions that don’t just inspire, they rehearse real moments. Executives practise naming the work, middle managers hold productive tension, and frontline leaders get tools they use between shifts. The result: faster decisions, more disciplined experiments, and leadership as a daily habit.

### Strategy, Culture & Performance

When strategy looks crisp but execution frays, Steve maps the operating model and the cultural currents around it. He builds a culture blueprint and management rhythms: huddles, reviews, KPIs, that translate priorities into weekly practice. Employee activation (incl. Conversational Capacity®) keeps candour and curiosity high; playbooks and dashboards lock in new routines. The result: performance uplifts that are owned, measured, and sustained.

## QUALIFICATIONS

- Harvard Kennedy School Adaptive Leadership Certification
- MBA
- Grad. Dip. Business Admin, People Management
- B. Teaching
- Conversational Capacity® Certified
- Team Management Systems Certified
- Native English speaker
- Years of management advisory experience: 25+

## CLIENTS

- Boots the Chemist
- Sony Entertainment
- Blundstone
- Curry's Digital
- Rio Tinto
- Anglo American
- BHP
- RACT Insurance
- Suncorp Banking & Insurance
- Severn Trent Water
- Thomson Reuters
- IGA Supermarkets



**STRATEGIC LEADERSHIP**

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