



D A T T N E R G R A N T

64 Brougham Street
Eltham VIC 3095 AUSTRALIA

Tel: 03 9431 2602

Fax: 03 9431 0842

Email: info@dattnergrant.com.au

www.dattnergrant.com.au

ABOUT DATTNER GRANT

Dattner Grant is a specialist consulting firm dedicated to supporting sustainable growth and development in organisations and communities.

The original business was founded by Fabian Dattner in 1990. Dattner Grant was subsequently formed when Jim Grant joined in 1997. Dattner Grant merged with Change Management Systems on October 1, 2011, with David Ryan joining as a partner and taking up the position of Managing Director. All partners are respected senior leaders in their own right and the business has a team of fifteen people in various capacities to cater for our client needs.

The Dattner Grant team are continually cultivating resources that respond to individual and organisational needs for pragmatic development. To this extent, our work with clients is evolutionary, and unique problems have often required us to find original solutions. We are accredited in the use of a number of excellent diagnostic tools and have developed a broad range of program materials. *We do not take an 'off-the-shelf' approach*, and our offerings can be (and are) adapted to a variety of environments.

The partners, Fabian Dattner Jim Grant, and David Ryan are all leaders who have worked in senior positions within other organisations (CEO, Managing Director, Executive General Manager, Director of Planning – HR, to name a few). They each have extensive experience in developing leaders, managing change and evolving the capacity of people to meet the volatile demands of the modern working environment.

The core consulting team, similarly, have considerable experience in a wide range of environments. We can work at all levels: from the shopfloor to the boardroom; from the academic to the street-smart and any combination in between.

Our support staff are highly dedicated, efficient and friendly, and take pride in providing exceptional client service.

We have worked extensively with individuals, leadership teams and communities of people within organisations (large and small, government, corporate, community and entrepreneurial) throughout Australia. We have considerable hands-on experience in developing leadership teams, strategy and high levels of stakeholder engagement in complex environments and start-up ventures.



MEET THE TEAM

Our Partners

- Fabian Dattner
- Jim Grant
- David Ryan (Managing Director)

Senior Consultants

- Marshall Cowley
- Joe Foster
- Dave Wilkins
- Jodi Campbell
- Angela Chapman

Research and Alignment Audit Team

- Briony Freeman
- Eva Matthews
- Andrea Grant

Associates

- Angie Kelly

Head of Finance and Diagnostics Administrator

- Michelle O'Brien

Marketing and Special Projects Coordinator

- Melissa Smith

The Client Services Team

- Juliana Hummerston
- Olivia Merry
- Michelle Foster
- Shani Pearce
- Lynlea Girard
- Brooke Cowley



Fabian Dattner

Partner

Having run the family business and then her own consulting firm for over 15 years, Fabian Dattner joined forces with Jim Grant at the end of 1997 to form DGL International (now Dattner Grant). At the time, Fabian was already a well known speaker and commentator on leadership practices in Australia. The fertile, intellectually rich and highly complementary partnership with Jim Grant enabled the newly formed company to have far broader reach. The company now works in Europe and Asia Pacific.

Fabian and the team at Dattner Grant have interviewed many thousands of working Australians in numerous organisations across many industries. As a result, Fabian's insights into leadership and her ability to challenge leaders to consider more inclusive, and indeed more profitable forms of leadership are well acknowledged. She is widely recognised as an effective facilitator, teacher and social entrepreneur. She is a skilled strategist, with considerable experience in change processes and engaging broad stakeholder communities.

Fabian has a considerable number of both commercial and community achievements to her credit. She has been cited by Australia's premier business magazine *The Bulletin* as one of Australia's top 100 contributors, she has twice been a runner-up in the state Telstra Businesswomen's Awards, she has been an Australia Day Ambassador from 2001, she regularly contributes to various media around Australia on leadership issues, and is a monthly guest on the ABC's *Nightlife* program with Tony Delroy.

She has also penned a number of books on leadership and has been included in many others. Go to our books page for further information.

Down-to-earth, informed, entertaining and provocative, Fabian is also a much sought after public speaker. She has worked with and spoken for over 500 organisations throughout Australia and South-East Asia, including both corporate, entrepreneurial, educational, government and not for profit organisations.

Qualifications, Accreditations and Memberships

- Bachelor of Arts (Hons) Sociology
- Master Practitioner in Neuro Linguistics Programming
- 4Mat System Mastering Training & Design (Level 3)
- Care-ring crisis counselling
- Accredited in the administration of the Myers-Briggs Type Indicator (MBTI)
- Accredited in the administration of the 4MAT Learning System: Learning Type Measure, Leadership Behaviour Inventory, Hemispheric Mode Indicator



- Accredited in the administration of Spiral Dynamics
- Accredited in Human Synergistics Tools - Life Styles Inventory (LSI 1 & 2) & Group Styles Inventory (GSI)
- Accredited in the administration of the Herrmann Brain Dominance Instrument (HBDI)
- Accredited in the Mayer Salovey Caruso Emotional Intelligence Test (MSCEIT)
- Accredited in Neuro Power
- Member, Associate of Australian Institute of Company Directors

Publications

- *Nothing Ventured, Nothing Gained*, Penguin, 1992
- *Naked Truth - An Open Letter to the Australian Working Community*, Woodslane Press, 1996; a national best-seller
- *Three Spirits of Leadership*, Business & Professional Publishing, 1999; co-written with DGL International partners Jim Grant and Ken Luscombe

To order, please download our book order form from www.dattnergrant.com.au.

Listed in Publications

- *Tall Poppies Too*, Susan Mitchell, Penguin, 1992
- *Splitting the World Apart*, Susan Mitchell, Penguin, 2002
- *Seven Heavenly Virtues of Leadership*, McGraw-Hill, 2003; 1 of 7 contributors to this Australian Institute of Management project

Jim Grant

Partner

Jim Grant is a founding partner of Dattner Grant with extensive experience at the most senior levels of international business and as a member of the Executive Teams of several major corporations before co-founding Dattner Grant.



A former secondary teacher, Jim's outspoken commitment to the voice of teachers and the importance of education soon saw him establish a career in the union movement. He was pivotal in the founding of the Teachers Federation of Victoria in 1984 and became the federation's inaugural head. He represented Australian teachers at four World Congresses.

Following this he held a range of senior international leadership positions with several major international corporations (ICI, Huntsman Chemical and Pasminco), for a decade working worldwide on several complex human resource and broader business issues, having a range of global strategic responsibilities and gaining wide reputation in his field.

Jim is known for his strategic thinking capacity, extensive knowledge of international human resource practices, deep understanding of leadership and how organisations really tick. He has an uncanny pragmatic ability to manage complex organisational change processes and he merges a creative flair with a deep intellectual understanding of the work he does.

His areas of specialty include working with senior executive teams on a wide range of matters, mentoring and coaching executives, and designing and facilitating leadership development.

Qualifications, Accreditations and Memberships

- Bachelor of Commerce
- Diploma of Education
- Numerous post-graduate studies in Public Policy, Education and Public Relations
- Accredited by Hay Group to provide Emotional Competency Inventory
- Accredited to provide Career Development Interviews (Working Life Appraisals)
- Accredited in the Mayer Salovey Caruso Emotional Intelligence Test (MSCEIT)
- Accredited in Total Quality Management
- Accredited in the Inventory of Leadership Styles (ILS)



Publications

- *Three Spirits of Leadership*, Business & Professional Publishing, 1999; co-written with Fabian Dattner & Ken Luscombe
- *Leader as Coach Workbook*, Dattner Grant, 2009
- Numerous articles in public education

David Ryan

Partner & Managing Director

David has operated as a CEO, Senior Executive, Board Chairman and member and consultant in a wide range of organisations. David has a strong commitment to working with Executive teams to develop vision and strategy during organisational change (restructures, M & A) within private and public companies as well as working within Government and Not for Profit organisations.



David has significant business acumen, broad commercial experience, an understanding of complex change and the impact of leadership, in-depth knowledge of appraisals and selection processes, both for staff and leaders, and an important body of knowledge around emotional intelligence, Executive and Board performance. David is a highly experienced coach. He has led, managed and consulted on change projects in Australia, the UK, US and China. Clients include NASDAQ, ASX, Public companies, Government, NGO and a broad range of medium to large SMEs.

Qualifications, Accreditations and Memberships

- B. Bus (P.IR)
- MBA
- AICD CD Dip
- G.A.I.C.D
- MSCEIT & SHL Accredited

Marshall Cowley

Senior Consultant



Marshall joined Dattner Grant in 2007. He is a talented facilitator and coach that works to build the capability of leaders to create high performance cultures. Marshall brings a depth of experience in Learning and Development and Organisational Development and so is able to ensure that the various programs, initiatives and interventions he develops are well integrated with the organisation's strategic framework. He has taught undergraduate subjects within the Faculty of Management at the University of Newcastle, and presented at numerous conferences both domestically and internationally. He possesses a high degree of commercial acumen, financial management skills and understands principles of good governance, having served on several Boards.

In 2004, Marshall received recognition for a number of transformational strategic people programs, becoming a Finalist in the Australian Human Resources Institute's 'Excellence in People Management' Awards.

Prior to working as a consultant, Marshall worked with a number of national and international firms; he established the Human Resources function at Civic Video, one of Australia's leading franchise retailers as National Human Resources Manager and, more recently, held the position of Executive Manager, People and Culture for the regional financial institution Companion Credit Union Limited.

Qualifications, Accreditations and Memberships

- Bachelor of Commerce
- Post-graduate studies, Australian Graduate School of Management
- Accredited Myers-Briggs Type Indicator (MBTI) Trainer/Assessor
- Accredited in the administration of the Herrmann Brain Dominance Instrument (HBDI)
- Accredited in the Hay Group to Emotional Competency Inventory (ECI)
- Accredited in the Mayer Salovey Caruso Emotional Intelligence Test (MSCEIT)
- Accredited in the Human Synergistics Life Styles Inventory (LSI) and Group Styles Inventory (GSI)
- Fellow, Australasian Credit Union Institute
- Certificate 4 (Category 2) in Workplace Training & Assessment

Joe Foster

Senior Consultant



Joe Foster has had a long association with Dattner Grant and is a highly sought-after consultant. Joe is an experienced senior executive/CEO and Director with an impressive track record of developing successful businesses and teams in the global paper, petrochemical and contract stationery industries.

Joe relocated to Australia in 1993 from his native USA as Managing Director for Huntsman Chemical Company Australia. HCCA, a 50/50 joint venture between Kerry Packer's CPH and the Huntsman Chemical Company in the US, is Australia's second-largest petrochemical operation. The business consists of eight locations, 750 people and revenue in excess of \$300 million.

In 1997, Joe moved to Corporate Express Australia as Managing Director/CEO. Corporate Express is Australia's largest supplier of office products and computer consumables to the corporate sector with revenue in excess of \$700m and 300 employees. CEA is a publicly listed company.

In 2001, Joe was appointed the Managing Director for the Edwards Dunlop Group. EDG is Australia and New Zealand's second-largest paper merchant group with a 25% market share in both countries. The business consists of eleven locations, 360 employees and revenue in excess of \$350 million.

Joe then worked as senior associate for Dattner Grant for 12 months before heading to Queensland to head up Swanbank Paper, a \$1,200m coated fine paper mill – a Greenfield initiative.

In 2004, Joe headed up a team to develop and build Swanbank Paper, a \$1200 million coated fine paper mill.

In addition to a successful track record of running large, complex manufacturing and logistical/distribution businesses, Joe brings particular expertise in the areas of strategic analysis, culture alignment with strategy, leadership development and executive coaching. Joe became an Australian citizen in 2000.

Qualifications, Accreditations and Memberships:

- Graduate, Australian Institute of Company Directors
- Neuro Linguistic Programming - Master Practitioner
- Accredited as a Neuro Power Practitioner
- Accredited in Myers-Briggs Typology Index
- Accredited in the administration of Spiral Dynamics



- Accredited in the administration of the 4MAT Learning System: Learning Type Measure
- Fellow, Australian Institute of Management
- Non-executive director, Charles Parsons Pty Ltd
- Executive Committee of the Queensland Private Enterprise Council
- Allocation and Investment Committee of the Mater Foundation
- Board of Directors and President of the National Paper Council
- Board of Directors and Chairman of the National Polystyrene Recycling Company
- Board of Directors, Chemical Division, PACIA

Dave Wilkins

Senior Consultant



David Wilkins began working with Dattner Grant in 2008. David started his career in teaching, where he worked for over fifteen years as a secondary school teacher in the government and Catholic sectors. During this period he was given a range of leadership roles including Director of Students and Head of Senior School. Following further study in psychology, Dave moved into a formal counselling role and was College Counsellor at Whitefriars College working with students, parents and staff.

David moved to the corporate sector, working for NAB in People and Culture (HR). His roles included business partner to a range of global corporate centre functions and Head of Leadership and Culture. He was directly involved in the design and development of the executive coaching program, which was formally acknowledged as best practice by the Corporate Leadership Council in 2003.

In addition to his tertiary education, David has undertaken accreditation in a number of diagnostic tools that he has incorporated into his work both with the NAB and as a consultant, which is a role he moved into in 2006. During this time he has worked with senior and middle management executives and leaders across the finance, energy, pharmaceutical and education sectors.

David is a specialist in leadership facilitation and facilitating team development, executive coaching, talent management and development. He brings a solution-focussed method to his work with teams and individuals. His approach focusses on developing self-awareness and empowering people to be effective agents for change. He takes a partnership approach to working with organisations and the individuals within them, seeking to understand their needs and working collaboratively to develop a tailor-made solution to meeting those needs.

Qualifications, Accreditations and Memberships:

- Bachelor of Arts
- Bachelor of Theology
- Diploma of Education
- Graduate Diploma in Counselling Psychology
- Registered psychologist (Vic) and Member, Australian Psychological Society
- Accredited in Myers-Briggs Type Indicator (MBTI)
- Accredited in Team Management Systems - TMP
- Accredited in Human Synergistics - LSI/LI/GSI

Jodi Campbell

Associate Consultant



Jodi is a senior executive with extensive experience in all areas of national / international operations, learning and development, human resources, marketing and communications. She has a comprehensive track record of driving positive international commercial results, and a strong background of delivering corporate and academic training and education, including being an international MBA lecturer, Manager at the Australian Institute of Management, and holding senior appointments within Jenny Craig International.

Her key skills and attributes include change management and behavioural change expertise, gifted at diagnosing organisational performance gaps and determining best course of action to increase bottom-line achievements, resilience under pressure, being down to earth, enjoying leading by example, developing employee's talents, creating supportive and motivating environments blended with high standards of accomplishment where individuals can do their best work, and constructing high performing teams.

Qualifications, Accreditations and Memberships:

- Master of Management (Norwegian School of Management)
- Graduate Diploma of Management – V005474 (Australian Institute of Management)
- Cert IV in Training and Assessment - TAA40104 (Australian Institute of Management)
- Bachelor of Arts – William Paterson University (USA)
- Certified Myers-Briggs Type Indicator (MBTI) facilitator/ CPP Asia
- Certified Achieve Global (formerly known as Zenger – Miller) Module Trainer
- Certified by Behavioural Technologies - Behavioural Interviewing and Behavioural Interviewing Training
- Currently completing Professional Accreditation International Coaching Federation
- Trained in Leadership Architect Competencies
- Genos Emotional Intelligence Practitioner
- 2009 Madison Who's Who honours
- Lecturer, LaTrobe University, Graduate School of Law and Management/MBA Program – Organisational Behaviour, International Business Environment, Developing People and Performance, Strategic Human Resources
- Member of Australian Institute of Management
- Member of Australian Human Resources Institute
- Member of Australian Women in Business



- Member of International Coaches Federation / Australasia
- Member of American Society for Training and Development
- Member of Centre for Creative Leadership
- Member of International Association of Facilitators

Angela Chapman

Associate Consultant



Angela is a senior consultant with experience in organisational development strategies, leadership development and coaching. Over Angela's 16 year successful corporate career, she held numerous organisational development and learning and development roles in banking and insurance and gained highly valuable commercial experience working for professional services firm, Ernst & Young. In her role as the head of Learning and Development, her national teams were responsible for the professional development of the Firm's graduates, managers, directors and partners. Angela also represented the 'Oceania' region (Ernst & Young Australia and New Zealand) on the Ernst & Young Global Learning and Development Committee.

During her time at Ernst & Young, she was involved in the project management of major organisational change programs including the Arthur Andersen acquisition and integration, the development of a organisational competency model, high potential assessment and development centres, the implementation of the EYA Leadership Development Framework and global career milestone inductions for new managers and partners.

Some of her more recent consulting and coaching assignments include: Development of organisational competency framework; design and facilitation of leadership development programs; review and evaluation of Leadership 360 tool, employee engagement and culture surveys; implementing a Leadership Development Centre including post assessment debriefs; coaching for senior managers program, team building and facilitation of strategy planning workshops; MSCEIT debriefs and follow up coaching, and Emerging Leaders Development Program.

Qualifications, Accreditations and Memberships:

- Occupational Psychometrics including – Abilities tests
- Personality Questionnaire (OPQ) & Motivational Questionnaire(MQ) – SHL
- Hogan Assessment Systems
- Myers Briggs Type Indicator (MBTI)
- Mayer Salovey Caruso Emotional Intelligence Test (MSCEIT)
- Leadership styles inventory(LSI) and Organisational Culture Questionnaire and Organisational Effectiveness Questionnaire (OCI /OEI) - Human Synergistics
- Management Index (TMI)
- Targeted Selection - DDI

Briony Freeman

Audit and Program Design



Briony joined Dattner Grant in 2003, bringing several years of valuable work experience in marketing, project coordination, event management and administration within the fast-moving consumer goods and education sectors.

As an integral member of the Dattner Grant team, Briony provides excellent project and event management expertise and a grounded understanding of human resources. Her strong IT skills, conceptual ability, thorough knowledge of diagnostic tools and creativity allow her to provide fantastic service to Dattner Grant clients.

Having graduated with a Business Marketing degree, and drawing on her prior work experience, Briony's role has extended to include the coordination of Dattner Grant's marketing. Her enthusiasm and positive approach to learning has more recently seen her role develop within Dattner Grant to expand into alignment auditing and program design.

Qualifications, Accreditations and Memberships

- Bachelor of Business Marketing – RMIT University

Eva Matthews

Senior Researcher



Eva joined Dattner Grant (then DGL International) in January 1998. In her time with the company, she successfully progressed through a variety of roles including administration, marketing and coordinating the public programs, project management, general management and as Director of Research.

She took on a project-based research/writing role in August 2002 and has since been regularly contracted for major research projects on behalf of clients and our business, to assist with tender production and to undertake the editing and proofreading of company communications, program materials and books.

In her research capacity, Eva has coordinated and conducted (partnering with senior consultants) numerous and varied projects, including aggregated 360-degree appraisals, Working Life Appraisals and major organisational research initiatives. She has prepared literature reviews on a number of business topics including Creativity/Genius, Succession Planning, Gender and Leadership.

Qualifications, Accreditations and Memberships

- Bachelor of Arts, majoring in Psychology and Media Studies
- Certificate IV in Magazine Writing, Editing, Publishing & Production
- Diploma of Professional Writing & Editing
- She has also completed numerous short courses related to her work and interests
- Accredited to administer the 4Mat Learning System: Learning Type Measure, Leadership Behaviour Inventory, Hemispheric Mode Indicator
- Member, The Society of Editors (Vic)
- Member, Victorian Writers' Centre

Andrea Grant
Senior Researcher



Andrea Grant has extensive research experience in both the community and private sectors, having worked as a social researcher for over twelve years.

Andrea began working with Fabian in 1995 and has since been involved in both establishing and delivering many aspects of Dattner Grant's Alignment Audits with numerous clients. Much of this work has been a combination of quantitative and qualitative research.

At the beginning of her career, as a team member at Econsult - a specialist private consulting company - Andrea was involved in a large number of service reviews of government programs. Her projects included a review of the Supported Accommodation Assistance Program (SAAP) for the (then) Victorian Department of Health and Community Services and an evaluation of the Health Services for Homeless Young People Program - one of the Victorian Government's responses to the Burdekin Report. These projects involved a substantial quantitative analysis of client use and service satisfaction levels, coupled with qualitative research, including focus groups with SAAP workers, clients and government representatives. The combined analysis led to the identification of service gaps and a redesign of the service systems.

Following this, Andrea was employed by the City of Darebin as a social planner and was responsible for the development of new service models across a range of council programs - recreation, youth services, children and family services. In all areas, this involved both the compilation and interpretation of quantitative data of client use and service satisfaction levels and qualitative research such as focus groups with clients and interviews with key stakeholders.

Qualifications, Accreditations and Memberships

- Bachelor of Applied Science, majoring in Urban Policy & Planning

Angie Kelly

Associate Consultant

Angie has worked across the corporate, government and community sectors for the past fourteen years. She brings comprehensive research and writing skills, organisation skills and an ability to work effectively with a diverse range of people – from senior leaders to staff to key stakeholders. Specific to her work with Dattner Grant, she brings qualifications in behavioural science and organisational dynamics.



Prior to becoming a consultant, Angie worked for six years with VicUrban (prev. Melbourne Docklands Authority). Headhunted from her role as Program Manager with Leadership Victoria (prev. Williamson Community Leadership Program), where she designed and coordinated a year-long community leadership program, Angie became VicUrban's Corporate Planning Manager. In this she was responsible for developing the business and strategic plans for its nine divisions as well as the overall corporate plan. Then, as Publications and Education Manager for VicUrban, Angie was responsible for developing a range of corporate communications, plus initiating, managing and facilitating the Docklands education program with school students.

Qualifications, Accreditations and Memberships

- Bachelor of Behavioural Science (Hons)
- Certificate IV in Professional Writing and Editing

Michelle O'Brien
Head of Finance & Diagnostics Administrator



Michelle joined Dattner Grant in 2005 to manage the financial operations of the business. She is responsible for all areas of financial and management accounting and any other related tasks that help keep the business aligned with and responsive to client account needs and current legislation. Her commitment, attention to detail and organisational skills greatly facilitate the financial operations of our business.

In addition to her financial role, Michelle is responsible for the administration of Dattner Grant's diagnostic tools. Her goal is to expand her knowledge and experience in this area to enable her to be more actively involved in this part of the business.

Michelle brings a wealth of experience and diverse interests to the Dattner Grant team, gained from many years' experience in office/finance management and bookkeeping, working largely in the construction/property industry.

Qualifications, Accreditations and Memberships

- Associate Diploma of Business (Accounting)
- Animal Nursing Auxiliary Certificate
- Accredited in the administration of Myers-Briggs Type Indicator (MBTI)
- Accredited in the administration of FIRO-B instrument
- Accredited in the Human Synergistics Australia Administration Partner Program



Melissa Smith

Marketing and Special Projects Coordinator



Melissa joined Dattner Grant in 2009. Prior to joining Dattner Grant, she enjoyed 11 years at Ford Credit and Ford Motor Company of Australia, where she began her career in 1997 on the Graduate Program. Melissa progressed through a variety of areas, specialising in marketing, risk management and product management, and has developed a high degree of proficiency in database management and streamlining processes to deliver improved efficiencies.

Melissa's strong work ethic, attention to detail, enthusiasm and desire to provide excellent customer service assist in providing a positive contribution to the work of Dattner Grant.

Qualifications, Accreditations and Memberships

- Bachelor of Commerce – University of Melbourne

Juliana Hummerston
Executive Assistant to Fabian Dattner



Juliana joined the Dattner Grant team in 2004. She brings with her over twenty years' experience in office administration and executive assistance. Her career has seen her work for small companies through to ASX-listed organisations, encompassing the IT, management consulting, real estate and advertising industries. However, she keeps coming back to the management consulting field, and has found a happy home at Dattner Grant, as it is most aligned with her core values.

As Executive Assistant to Fabian Dattner, Juliana brings a warmth that naturally results in positive and proactive support for those she works for and with. Her strong attention to detail, work ethic, professionalism and friendliness result in exceptional customer service for our clients.

Qualifications, Accreditations and Memberships

- Stotts Secretarial College

Olivia Merry

Executive Assistant to David Ryan



Olivia joined Dattner Grant in May 2005. She has brought invaluable assistance to our support staff and consultants, which has enabled the further enhancement of our customer service to clients.

To date, Olivia has gained seven years' experience in office administration and management, both in Australia and overseas. Over two years, travelling throughout Europe and the United Kingdom, Olivia took on a diversity of short-term contracts. Back home, she has worked in real estate, manufacturing and the service industries, before joining our company. Her varied expertise includes record and diary management, reception, administrative and secretarial duties, executive assistance and office management. She has also developed a high degree of proficiency in a number of word processing and accounting packages.

Olivia is enthusiastic, flexible, highly organised and prepared to work hard to achieve her goals. Her creative problem-solving approach and bubbly personality also enable her to make a positive contribution to the work of Dattner Grant, internal and external.

Qualifications, Accreditations and Memberships

- Certificate III in Office Administration
- Certificate IV in Remedial Therapies



Michelle Foster

Executive Assistant to Jim Grant



Michelle joined Dattner Grant in 2007 after 20 years of diversified executive assistance roles for a wide range of companies including solicitors, designers, stockbrokers and several blue-chip organisations. Her roles have provided expertise in legal processes, publication, diary management, administrative and secretarial tasks as well as a high level of competency in word processing, accounting and design packages.

Michelle's qualities include a strong work ethic, fastidious attention to detail, good multi-tasking and organisational skills and an enthusiasm for learning new applications and processes. Valued by friends and colleagues alike for her loyalty, dedication and desire to perform well, Michelle merges efficiently into team environments while maintaining the motivation and self-discipline required for accountable independence.

Michelle finds the team environment and business philosophies a professional breath of fresh air and looks forward to making a worthwhile contribution to both.



Shani Pearce

Diagnostics Administrator



Shani joined Dattner Grant in 2008 as Diagnostics Administrator, following her role as Artistic Coordinator of The Australian Ballet which she gained at age 21.

Shani's diverse, arts based background has seen her work internationally in a variety of positions in arts administration, performing arts and music, customer service, and team management, together with extensive volunteer work.

Shani's strengths lie in her strong organisational and interpersonal skills, ability to manage multiple projects, accountability, initiative and achieving with a high sensitivity to and appreciation of working in a synergistic team environment.

Passionately aligned with Dattner Grant's core values, Shani also leads the Dattner Grant Green Office Committee.

Lynlea Girard

Executive Assistant to Marshall Cowley

Joining the Dattner Grant team in 2011 as EA to Marshall Cowley, and client manager, Lynlea was instantly impressed by the egalitarian and respectful culture and values of the Dattner Grant team. Lynlea brings a wealth of EA/PA experience that began with assisting the General Manager of ARIA (Australian Record Industry Association) in planning and launching the first two years of the ARIA Awards, the ARIA Catalogue and the ARIA Charts.



Following her dreams, for the next 18 years Lynlea worked with an Australian independent record company / music publisher and artist management organisation as PA to the two managing partners who required a highly organised multi-tasker who could efficiently juggle many, various personality types and deadlines with exceptional attention-to-detail - remaining calm under pressure at all times. A UK office was established and many years followed travelling between the UK & Australia building the business across Europe and the US before finally calling Melbourne home after moving from Sydney for the seasons, arts and culture and she is looking forward to developing many healthy relationships with Dattner Grant clients.