



Kimmaree (Kit) Thompson – Consultant Profile



Kit has broad experience across Organisational Development, Change Management and Human Resources. A problem solving specialist, she is known for her authentic, effective, respectful and timely engagement with internal and external stakeholder communities at all levels to Executive Boards and Ministers.

In terms of community engagement, during 2013 Kit was a Sydney Chapter Board member for UN Women and during 2011 she was the Chair of the United Nations Global Compact Taskforce for the International Federation of Business and Professional Women.

Kit has consulted to the NSW Public Sector since her move to Sydney in 2001 and prior to that was a senior executive in the West Australian Public Service. Her consultancies include 2004 – 2010 restructure of DoCS, following the Special Commission of Inquiry into Child Protection Services and the recent merger of human services agencies to create Family and Children’s Services. Kimmaree held corporate responsibility for Aboriginal cross-cultural awareness and the development and implementation of a restructure of the prison officer recruitment process to ensure equity and merit based appointments and to embed an awareness and sensitivity to the issues that face aboriginal people in the Justice system.

For Organisational Design Kit has worked with the Royal Rehabilitation Centre in Ryde NSW. The final report for the Rehabilitation Unit included: Succession Planning processes; a Workforce Structural Map; scenario options for the Establishment (including mapping to Corporate Strategies KPI’s and Funder Agreements); Key Role salary benchmarked to comparable roles in Australian disability support provider facilities.

Kit has also worked with Sydney Water to undertake an effectiveness review of the Administrative Services with deliverables that included a Performance Gap Analysis, Client Satisfaction reports and the identification of service delivery gaps. Recommendations included workload re-allocation and changes to service standards measurements and monitoring procedures.

For the tough structural and organization system failure problems Kit is a Certified REASON® root cause analysis facilitator. REASON® is a niche high-rigour root-cause analysis methodology, which will clearly pin-point the exact business process(es) that failed to prevent an adverse outcome, incident, system failure or accident, or those that may fail in the future. Kit has facilitated major incident investigations for energy corporations, safety regulators, oil and gas companies and financial services organisations. REASON® root cause analysis is the high-rigour approach used by the US Department of Energy to analyse the 2003 USA/Canada Northeast Power-blackout.

As a public servant in the West Australian government Kit worked for State Treasury in roles that included domestic and offshore currency trading and sat on the coordinating committee for the transition between cash and accrual accounting.

Kit holds an Associate Diploma of Business and is a Business Mentor and Community Partner for the Sydney Business Enterprise Centre. Kit is accredited in DSI Corrective Action & Lessons Learned Systems, RAID™ human factor (behavioural) root cause analysis, GeneSys 360 Leadership/self assessment, Roche Martin Emotional Intelligence 360/self assessment and is DiSC experienced. Kit is also an accredited trainer for Reason IV.

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