

“Stephen is excellent with issues relating to organisational change and strategic direction. He’s been absolutely superb in working with us through the change process.”

“Stephen’s good at working with different groups of people. He’s good at mediating and facilitating meetings with difficult people when you’re trying to get to an outcome.”

“Stephen performed very well at Forest and Bird. It was a political environment and he performed as I had expected him to. I had worked with him before in another organisation so I knew his work.”

“Stephen’s a good mentor and a ‘voice of reason’ when I’ve been less than reasonable.”

“He helped me with identifying many of the issues in the restructure. He helped me with the new structure, appointment of staff to new roles, redundancies, mediation and also worked with our legal counsel.”

“It as a real bonus to get Stephen to come and do this work for me. I thought he’d be too busy to take it on, but he juggled it with other work commitments for which I was very grateful.”

“He met the deadlines, put himself out by working incredible hours and achieved everything.”

“He’s organised, calm and not reactionary. He’s even-handed, sympathetic and a good listener. His calmness was respected by my Executive.”

“He’s good at dealing with people. And in some ways that’s his main attribute, along with his knowledge of organisational change.”

“He gained experience working for me at Forest and Bird particularly being exposed to the politics that was going on at the time. He had to deal with some pretty confrontational staff on some occasions.”

“Stephen really was the shoulder I leant on during the change process. It was a very difficult process.”

“He’s great. You can trust him and he delivers what he’s supposed to do and more.”

**General Manager
Royal Forest and Bird Protection Society of New Zealand**