

MEDIA RELEASE
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For Immediate Release



Ecology – a Holistic Imperative

Australian research is leading the world through its discovery of a remarkable connection between how we feel about ourselves, our community and the environment. This connection grew from research by Dr. Leigh Kibby, an Australian consultant and researcher in workplace dynamics and social capital in organisations.

“It seems the more we care about ourselves and one another, the more we care about the world around us,” says Dr. Leigh Kibby who specialises in performance improvement through building workplace trust, openness and community.”

Dr. Kibby, a former ASIO spy and now leadership and organisational consultant has impressive results to justify his claims about CSC. He has been published internationally, facilitated increases in sales (200%), increases in staff satisfaction (51% to 89%) and has presented papers on Leadership at prestigious international conferences.

“My work gives some credence to some research conducted by Christiaan Grootaert of the World Bank in late 1998. “There is growing empirical evidence that social capital contributes significantly to sustainable development,” states Grootaert in his 1998 paper “Social Capital: The Missing Link?” and it appears as if Dr. Kibby has discovered how to that missing link.

“After teaching fundamental CSC skills, I started tracking the types of conversations people engaged in as a result of building a sense of community. Apart from discussions about life in general and organisational politics, I detected an increase in a broader world view, a more holistic approach,” states Kibby. “I seem to have stumbled across a process that helps enact The ‘Sustaining Our Communities’ Declaration from the ‘Sustaining Our Communities’ International Local Agenda 21 Conference held in Adelaide in 2002.

To date, Dr. Kibby has recorded a 200% increase in themes of community and an interest in the environment resulting from training programs involving over 160 people.

“To date the data collection has somewhat random and based on anecdotal discussions, “ states Kibby “but the evidence supports further research.”

By helping people discover meaning and purpose in their work lives outside the pursuit of money and power which are ultimately unfulfilling, Dr. Kibby has discovered the ‘knock on’ effect of a growing interest in the environment as part of a holistic view of the world.

“My theoretical model of the Sustainability Triangle, a connection between Psychological Well-being, Social Well-being and Environmental Health,” appears to have a basis in fact,” states Kibby.

Kibby intends pursuing his research next year and tracking the impact of the “Sociological Footprint” a relationship between SC in the broader community and how we treat the environment. The age old belief that we are inextricably enmeshed in the world we live in seems more than an old-wives tale and Australia is at the forefront of these discoveries.

Dr. Leigh can be reached at (+61 3) 5222 7578 or leigh@kinematic.com.au The Kinematic web site is <http://www.kinematic.com.au>

BACKGROUNDER

Dr. Leigh Kibby, PhD; Grad Dip GW; B Ed; DipT

A “reformed” Intelligence Officer and threat expert and former storyteller with the Victorian Arts Council, Leigh is also a leadership consultant and raconteur who works for large corporations in leadership and organisational development roles. Once called “the King of KRAs (Key Result Areas)”, he combines business interests with a commitment to charitable work having run numerous training programs for Mentor’s of young people.

Also described as the polymath of consulting and Corporate Australia’s Dr. Phil, Leigh Kibby is an internationally published author who has presented papers to prestigious international conferences and was joint winner of the Best Paper award at the 2002 International Emotions In Organizations Conference.

Leigh is also a former primary and high school teacher who has had three children’s books published, has designed a series of Australian greeting cards and is currently working on a book titled: “Get Flocked: Power and Influencing the Australian Way.”

Qualifications

- PhD Thesis – Emotional Intelligence, Emotions Management and Ethical Behaviour, successfully completed 2004, Deakin University, Victoria
- Graduate Diploma in Group Work and Counselling, 1988, Adelaide University, South Australia
- Bachelor of Education (double major), 1986, Deakin University, Victoria
- Diploma of Teaching, 1979, RMIT University, Victoria

Awards / Publications / Presentations

- Joint Winner of the Best Paper Award at the 2002 International Emotions In Organisations Conference.
- Two papers titled “Servant-leadership” and “Noetic Leadership” presented at the 2003 British Academy of Management Conference.
- Presented two papers titled “Servant-leadership Skills” and “Noetic Leadership Skills” at the 2004 Gallup Leadership Institute Conference.
- Co-author of “Intelligent Emotions Management” for the internationally released book “Key Issues in Organisational Communication”.

- Managing Director, Kinematic Pty, Ltd (<http://www.kinematic.com.au>)
- Quality Manager / Manager, Business Programs Unit, ACU, Office of International and Community Education
- Manager – Victoria, Youth Business Initiative, Victoria
- Managing Director, INSPIRATIONAL ENTERPRISES
- Teacher, VICTORIAN EDUCATION DEPARTMENT and SOUTH AUSTRALIAN EDUCATION DEPARTMENT
- Intelligence Officer, Australian Security and Intelligence Organisation

Other achievements include:

- Executive Manager of a group responsible for over \$30 million of projects with organisational wide impact and customer delivery impact.
- Consultant on strategy plan for multi-million dollar IT/Business Process/Business Performance group.
- Consultant to a multi-million dollar IT performance and quality team in order to produce savings of approximately \$8-10 million year on year.
- \$500 000.00 income stream achieved for entirely new business within 18 months of launch.
- A 200% increase in sales revenues for a division of a finance company.
- National accreditation of professional mentoring programs for GPs - accredited by Royal Australian College of General Practitioners.
- Cultural change program assessed as best in the world by Director of centre for business research in leading Australian University.