



# Leonie Green

BA (Hons), LLB, LLM (Workplace and Employment Law)

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Accreditations: MBTI, DISC, EQ-i<sup>2.0</sup>, Strengths Profiles  
Memberships: ICF, IECL, MAICD, LIV

## Professional profile

Leonie has spent her career working with clients who understand that to get the best out of your business you need to get the best out of your employees. To get the best out of your employees, you need to be conscious of who your employees are, what their drivers are, and how they connect to your business values and aims. Leonie's style and approach with her clients is consultative coaching.

Leonie's natural coaching ability, teamed with her experience and expertise, enables her to navigate complex scenarios and steer clients through their people related challenges towards better outcomes for all involved. Leonie also works with her clients in the areas of teamwork (facilitating workshops with teams to get clarity on purpose, accountabilities and values/norms) and leadership development coaching in relation to all facets of people management, change management, and with a core component on influencing skills.

Leonie practiced as an employment and industrial relations lawyer for a number of years prior to moving into management roles in industrial relations, shared services and human resources. Leonie set up her own consulting firm in 2014, Conscious Workplace, with a focus on working with clients to develop their people management skills and leadership abilities, using consultative coaching in her approach, and always with a view to improving the workplace experience for everyone.

In February 2017, Leonie launched a multi-disciplinary practice, Corvus Group Australia, and brought Conscious Workplace into the Group. Corvus Group Australia is comprised of Corvus People (including Conscious Workplace) and Corvus Legal. Leonie leads Corvus People, and her business partner, Martin Richardson, leads Corvus Legal.

While Leonie no longer practices as a lawyer, she is committed to seeing improvements in the legal industry and works with a number of law firm partners and leaders on a coaching and consulting basis. Leonie also coordinates the Legal Practice Management Course for the College of Law in Victoria (a course of new principal practitioners), and writes a regular column for the Australasian Law Management Journal.

In 2019, Leonie published her first book, Stop Doubting, Start Leading.

## Qualifications

### **Master of Laws (Workplace and Employment Law)**

Monash University  
2006-2008

### **Bachelor of Laws**

Monash University  
2000-2003

### **Bachelor of Arts (Hons) – major in politics and indigenous studies**

Monash University  
1996-2000

## Key areas of expertise

Facilitation	Coaching	Leadership development
Mentoring	Employee Engagement	Team Building
Employment law	People Strategy	Industrial Relations
People Management	Verbal Communication	Written Communication
Financial Management	Business Planning	Client Engagement

## Professional experience

### **Director**

Conscious Workplace  
February 2014-present

### **Director**

Corvus Group Australia  
February 2017-present

In 2014, Leonie established a consulting company, Conscious Workplace, and in 2017 Conscious Workplace became part of Corvus Group Australia. Leonie consults to businesses across the full spectrum of people and work matters, including:

- Advice and assistance to business owners and senior managers on managing employee relations matters, change management advice, and coaching for difficult conversations.
- Coaching and/or mentoring, particularly HR professionals, Executives and lawyers.
- Facilitating team development workshops, with a focus on clarity of purpose, accountabilities, and agreed ways of working (values and norms).
- Preparation and deployment of people strategy aligned to business strategy, including team structure and design, learning and development frameworks, leadership development, workforce planning, succession planning and talent management.
- Workplace compliance training at an employee, manager and board level (eg bullying and harassment, anti-discrimination)

### **Course Coordinator, Legal Practice Management Course (LPMC)**

College of Law, Melbourne  
June 2018 – present

Leonie coordinates this course, and facilitates the components on business planning, people management, leadership and wellbeing. From 1 January 2019, the Legal Services Board required evidence that new principal practitioners have the requisite skills to be eligible for a principal practising certificate. The LPMC has been approved by the LSB+C as covering and assessing competence in the key areas it expects new principals to be proficient in, including strategic planning, financial administration, governance and risk management, as well as staff management.

### **Course Facilitator**

AGSM, University of New South Wales  
February 2017-June 2019

Leonie facilitated the Executive Blueprint course throughout 2017 and 2018. This was a residential (three day) foundational subject within Australian Graduate School of Management's MBA (Executive) program. Leonie also co-facilitated the Advanced Management for Executive Assistants (two-day short course) through 2018, and in 2018 and 2019 facilitated webinars in future focused leadership for one of AGSM's banking clients.

### **Lecturer, Employment Law**

RMIT University  
February 2015-December 2017

Leonie delivered the Employment Law subject within the Master of Human Resource Management degree for the RMIT Graduate School of Business and Law, a subject she developed for RMIT in 2015 and delivered in semesters 1 and 2 of 2016. In 2017 Leonie coordinated the online offering of this subject, managing three online tutors.

### **Adecco Group Aus/NZ**

September 2010-February 2014

During Leonie's tenure at Adecco she proved herself in a number of key roles within the organisation, including Industrial Relations Manager, Group Shared Services Manager, and then culminating in the role of HR Director Aus/NZ.

Leonie was responsible for the human resources function across the Group, she was part of the Executive Team and reported to the Chief Executive Officer. Leonie's team was responsible for HR business partnering, learning and development and workforce planning. Leonie and her team were involved in a year of major change across the business, which was rolled out without any claims or litigation; a success factor of which Leonie is particularly proud. The learning and development framework through this time was founded on experiential learning programs and leadership development, and Leonie's consultative coaching approach was key in this role to assist the leaders within the organisation with difficult conversations and management of significant change with their people.

### **Lawyer/Senior Associate (promoted July 2008)**

Hall & Wilcox Lawyers  
February 2007-September 2010

Leonie provided strategic employment law advice to corporate clients including compliance with employment related legislation, management of employment claims within courts and tribunals, management of industrial relations claims or negotiations, drafting of employment contracts and workplace policies, and training of employees on matters such as EEO and bullying and harassment.

### **Articled Clerk/Lawyer (admitted August 2004)**

Harmers Workplace Lawyers  
July 2003-February 2007

Leonie advised corporate clients on all matters of employment law, industrial relations, work health and safety and anti-discrimination law, including the management of employment related claims such as unfair dismissals and breach of contract claims.

## **References**

Upon request.