

CAPABILITY STATEMENT



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*Delivering across Australia
and the world!*



WELCOME TO BRIGHT PEOPLE

"Supporting our customers to navigate change and achieve project success are at the heart of what we do at Bright People. We help our customers unlock performance through people to deliver better business outcomes."

Our best work is found where people and change intersect, typically in capital intensive and high reliability organisations where every second counts. We have a track record of delivering significant value, leveraging sizeable investments in process or technology, creating competitive advantage through people and culture.

We're an energised, deeply experienced, solutions focused bunch of People Advisory practitioners - driven to help people and organisations thrive! We deeply value our partnerships, and our reputation is built on our collaborative approach and delivering impactful, evidence-based, and ever-evolving practical solutions for our customers.

Over the years we've become known as a trusted partner, connecting deep expertise and capability of our team and business to support our customers deliver better business outcomes – now and into the future. Our customer centric approach results in long term relationships with high levels of trust, sustainably solving complex challenges.

As a trusted and independent Australian-owned firm, we genuinely understand the criticality of people as a key contributor to organisational success. What started almost a decade ago with me, a laptop and a logo based on my capabilities, has grown, and evolved to an incredible team and comprehensive and innovative offering, supported by an enviable culture, delivering capable and effective solutions for our customers.

Thank you for taking some time to find out more about Bright People. We're looking forward to learning more about you, the challenges you are facing, and where it helps sharing our insights and experience."

-Ryan Bright

Founder & Chief Executive Officer

✉ ryan@brightpeople.com.au



TOGETHER CREATING SPACE FOR PEOPLE TO THRIVE

From the beginning, Bright People has aimed to create a unique approach to consulting. As we've grown, we've remained true to this vision, genuinely caring about helping people and organisations to thrive. We believe you don't have to be big to make a big impact. We choose a better, not bigger, approach to delivering lasting value to our customers.

OUR PURPOSE



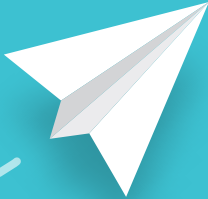
We ignite real energy, creating brighter futures, where people and organisations thrive.

We are Bright People because of the fire in our bellies for our purpose.

For us, it all starts by meeting people where they are and building meaningful relationships based on trust, respect and honesty as we uncover the path forward together.

When you partner with us, you can count on us delivering on our purpose and our core values in action every day and in every way.





OUR VALUES



INTEGRITY

Our integrity is absolute.



CREATIVITY

Creativity is in our DNA.



AGILITY

We always find a way.

WHAT OUR CUSTOMERS SAY

"We can count on Bright People to deliver on their promise"

- Senior Executive

"We could never have achieved what we set out to do without Bright People"

- Program Leader

"We love Bright People people. They are fast, responsive and great at partnering"

- CEO ASX

...OUR PEOPLE ARE A BRIGHT BUNCH

Our team really does set us apart. We are human-centred, flexible and we bring unrivalled diversity and skills as real-world, people practitioners.

We are an employer of choice and are proud of the calibre of practitioners who work with us and who want to work with us. Bright People people are experienced, pragmatic, flexible and knowledgeable.

With us you are in safe hands.

...OUR PARTNERING APPROACH IS DIFFERENT AND EFFECTIVE

We listen to understand all the way through our partnership, not just the beginning.

We bring fresh-thinking, care and agility as we discover, design and deliver alongside you. We build momentum and energy with room to adapt in a fast-changing world.

We keep it real, translating strategy into relevant, actionable plans that lift capability and deliver outcomes.

TOGETHER CREATING POSITIVE CHANGE

Leverage our expertise and solutions focus to support delivering better business results. We have a successful track record in defining, designing, and delivering, including:



Crafting **People Strategy** to attract, retain and engage the **talent** you need to succeed. Partner in the delivery of your people strategy, giving you flexible access to the experience and capacity needed to deliver on your priorities.



Define, assess and **build capability** at an enterprise, functional and role level to develop what is needed today, and support learning, change and the skills needed for the future.



Our **talent** and **leadership development** work ranges from supporting the creation of **inclusive and diverse** workforces, designing and measuring leadership attributes, leadership **coaching** and development including **leadership programs** that can be contextualised to your organisation.



We assess and provide targeted evidence-based recommendations which increase **workforce productivity**, reduce risk and support sustainable improvement.



Improve **organisation design and operating model** from reviews, recommendations to implementation, including our **change management** expertise.



Conduct **studies** on future **workforce** and **culture** requirements for major projects which bring an evidence base and ability to be translated to your operational reality. We have developed expertise in mining closure project planning and implementation.



Design and delivery of custom workshops through expert facilitation that builds capability at an individual, team and/or organisation level.

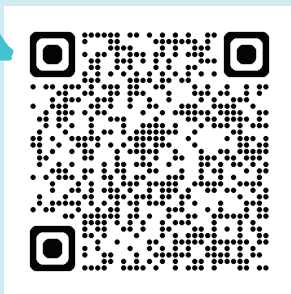


Cultural change roadmaps and implementation, bringing an independent and impartial approach to assess current state and identifying what is truly needed to turn intention into reality.



Functional effectiveness reviews identifying and supporting continuous improvement from key processes and systems through to step change functional transformation.

FIND OUT MORE ABOUT SOME OF OUR PROJECTS



True to our agility, we offer a range of ways we partner with you including:



LEADING AND/OR DELIVERING A PROJECT

We are a bright and caring bunch of practitioners, there where you need us on all things people.

We listen to understand your business. We collaborate with you on the definition, design and delivery of solutions relevant to you, providing expert advice and supporting informed decision making along the way.

We take a holistic view from strategy to operations, functions and broader environmental influences.

We have been told we “get” our customers. We are energetic, curious and bold and focused on delivering actionable and sustainable solutions so people and organisations thrive. We keep it real!



SEAMLESSLY WORKING IN YOUR TEAM

When you need a boost in a specific capability or additional capacity, one or more of our team can join you through a change, or project or a busy time.

We are collaborative, bring deep experience and capabilities and have the flexibility to help you where and when you need it, so we quickly add-value for you.

The benefits of this approach are:

- ✓ Access to a highly engaged and capable team of values aligned practitioners.
- ✓ Flexible and timely access to capability when you need it - without incurring the burden of cost and effort around recruitment, the hit and miss nature of contractors, ongoing overheads and future redundancy.
- ✓ Practitioners who are able to focus on project delivery - under your direction and seamlessly integrating into your team.



BRIGHT TOOLKIT & IP

We've created a toolkit comprising of a variety of programs, diagnostic tools, powerful content and proven methodologies to help accelerate delivering value.

Our toolkit includes the following products:

- ✓ The Bright People Partnering Program™
- ✓ The Bright People Capability Toolbox™
- ✓ Bright People Learning Experience Platform
- ✓ Bright People Leadership Programs
- ✓ Bright People Coaching Programs

WE LOVE FINDING NEW WAYS FORWARD TOGETHER

If you don't see exactly what you're after, reach out. Our team is incredibly diverse and have walked in your shoes, across industries and corners of the globe and we are confident we can help.



OUR INDUSTRY EXPERIENCE

Our industry experience is as vast and diverse as the backgrounds we come from!

- ✓ FMCG
- ✓ Mining, Oil & Gas
- ✓ Professional Services
- ✓ Local & State Government
- ✓ Rail & Transport
- ✓ Retail
- ✓ Utilities
- ...and more!*

OUR MEMBERSHIPS & ACCREDITATIONS

Australian
Institute of
Company
Directors



Hermann
Certified
Practitioner



skillsoft



LEADERSHIP
CIRCLE PROFILE™
CERTIFICATION



The Australian
Psychological
Society Ltd



Psychology Board
Ahpra



Association for
Talent Development



Professional
Member



INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

BRIGHTER FUTURE PROGRAM

Introducing the Brighter Future Program, our dedicated initiative focused on making a positive impact through active support, charitable donations, pro bono consulting, and environmental sustainability.

At Bright People, we have always believed in giving back and making a meaningful difference in the communities we live and operate in. Our passionate team, including our eco champions, lead our social impact and sustainability efforts, creating a brighter, more sustainable future for all.



MENTAL
AWARENESS
foundation

Bravehearts
EDUCATE • EMPOWER • PROTECT



**Australian
Red Cross**



Basket Brigade
BRISBANE



FINALLY. WHAT MAKES US DIFFERENT?

- ✓ We are leaders in co-creation and co-design practices.
- ✓ We are a trusted and well-established business who have retained the agility of a start up...the best of both worlds.
- ✓ We genuinely care for the humans doing the work - ours and yours.
- ✓ We genuinely care for our customers and the long-term success of their people and business.
- ✓ We get it! We bring lived experience having walked in your shoes as practitioners.



NOT SO FINAL WORD...

Let's keep the conversation going. As you might have picked up, we love to explore new ideas and connections – reach out on...



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