



## Dr. Paul Donovan

**Owner and Director  
the change company**

Paul founded *the change company* in 1999. His mission, and now his team's, is to **change the conversation** into one that **enables leaders and their teams to better envisage then realise their vision.**

Paul specialises in working with senior executive teams, facilitating their conversation to enable the highest quality dialogue and decision making. In that context, he loves to work with real and emerging individual and collective tensions to facilitate the richest learning possible. As a consequence, executive teams are powerfully supported to grow, and thereby provide their upmost leadership to their organisations.

Paul has provided a range of tuition, facilitation and coaching services to organisations that include: First State Super, Mirvac, Lend Lease, Mundipharma Australia, Stockland Property Development Group, Cochlear Australia, Wentworth Community Housing, Novartis Pharmaceuticals, Nestle Purina Petcare, Australian Institute of Management, TasNetworks, Thales Australia and many others.

Paul completed his Doctorate from the University of Technology Sydney, Centre of Learning and Change, in 2014. His research had an emphasis on the implications of 'undiscussable' topics on learning and group decision making for senior executive teams.

Paul has published several research articles in academic journals and has also written for management publications.

To view these publications please see the following:

<https://www.linkedin.com/in/donovanpaul>