

### John Ellen joins Strategic Pay as an Executive Director in Wellington



John is one of New Zealand's leading experts in organisation structure design, with 25 years' experience consulting to clients around Australasia and the Pacific. John tutors the Organisation Structure Design Short Course at Auckland University Business School and is a trained whole systems change facilitator. He will be leading the establishment of Strategic Pay Limited's Organisation Design practice.

John also has extensive experience in Strategic Remuneration design. If your organisation needs to do more with less, or to get a better focus on its future direction, John would be keen to talk with you. John has helped a diverse range of clients in both the public and private sector dramatically improve their business performance.

John's appointment enables us to extend our services to include:

- + Organisation structure design - ensuring that you have the right jobs organised into the right teams to guarantee that your organisation will be successful.
- + Future proofing - using Strategic Pay's 8 facets of business methodology to set the future direction and definition of success for your organisation.
- + Organisational modelling - developing, understanding and communicating your organisation model and the management behaviours which support it, including the concepts of shared services and matrix management.
- + Accountability mapping - aligning the accountabilities of the executive and wider leadership teams with the strategic goals of the organisation and exploring how the members of the team interact to ensure critical accountabilities are met.