

# IAN DEMACK

## CURRICULUM VITAE

### CAREER ACHIEVEMENTS

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*2009-Current*

*Editorial Consultant*

I currently operate a boutique editorial consultancy, providing editing and book development services to authors who wish to self-publish.

*2006-Current*

*Recruitment Consultant*

I also operate a recruitment consultancy, assisting Government departments with their selection processes, and preparing written reports on their behalf.

*2001-2005*

*Writer & Practice Manager*

During this period, I concentrated on writing, personal study, and managing my wife's psychology practice.

*2002*

*Research & Development Consultant*

As a consultant with Webscan Interventions, I completed:

- a successful *R & D Start Grant* application for a company developing innovative watersports products; and
- a three-year business plan detailing an eight-point strategy to save a clothing company in regional Queensland from failure.

*1998-2001*

*Senior HR Consultant (EL 1)*

*ATO Corporate  
Brisbane & Chermside*

I facilitated business planning, strategic planning and conflict resolution workshops for a range of senior clients in Brisbane, Sydney and Canberra. I also co-facilitated:

- the Integrated Tax Design Conference, Canberra, December 2000; and
- Culture Mapping Exercises in multiple states within ATO Corporate.

*1995-1998*

*HRD Practitioner (APS 6)*

*ATO Corporate Services  
Brisbane & Chermside*

I developed and presented two national training programs:

- *Managing Personnel*, a leadership program for the Personnel Executive and Team Leaders. This program was designed to

meet the specific needs of Personnel managers during a period of downsizing and radical restructure.

- *Beyond Case Management*, a change and skilling initiative designed to help HR Case Managers make the transition to a more expansive role. As part of the program I designed a diagnostic model, empowering Case Managers to better identify their clients' needs.

1994-1995

*Internal HR Consultant (EL 1)*  
*Withholding & Indirect Taxes*

I facilitated business planning sessions for executive and regional clients within Withholding & Indirect Taxes.

1993-1994

*Internal HR Consultant (EL 1)*  
*Collection Systems Modernisation*

I co-designed, facilitated and evaluated a national team development program for the newly formed Business Taxes section. After extensive client consultation, our team developed a two-tiered approach to implementing change:

- Initially, we facilitated workshops for managers and team leaders in each state.
- We then mentored and developed regional facilitators, who presented workshops for operative team members.

1991-1993

*Internal HR Consultant (EL 1)*  
*Sales Tax START Project*

I co-designed, facilitated and evaluated a national team development program for Sales Tax. I co-facilitated thirteen workshops of four to five days duration in every state except Tasmania.

1990-1991

*HRD Practitioner (APS 5)*  
*Staff Development & Training*  
*ATO Brisbane*

I facilitated business planning and team development workshops for a diverse range of internal clients in the Brisbane region. I also developed and presented a *Creative Solutions Workshop* for Sales Tax Brisbane.

1990

*Team Leader (APS 4)*  
*Sales Tax*  
*ATO Brisbane*

I led an operative team through the implementation of the Second Tier Restructure in Sales Tax.

1989-1990

*Office Structures Implementation (OSI) Team (APS 3)*  
*ATO Brisbane*

I represented the Administrative & Clerical Officers Association (ACOA) on the team implementing a radical restructure of the

ATO, following the Second Tier Pay Agreement of November 1987. My key achievements included:

- training and supporting OSI teams in operative areas;
- representing the ACOA on OSI Steering Committee Meetings; and
- resolving industrial disputes arising from the restructure.

1987-1988

*HRD Practitioner (APS 4)  
Staff Development & Training  
ATO Brisbane*

As an entry-level HRD Practitioner, I:

- presented and evaluated formal training sessions;
- provided a consultancy service to managers and supervisors in Revenue Collection Group;
- conducted Orientation Training for new staff; and
- conducted on-the-job training for staff involved in training activities.

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## WORKSHOPS AND PRESENTATIONS

- *Speak With Confidence*, Department of Human Services, Multicultural Services Team Brisbane, 19 May 2012 (full day workshop).
- *Speechcraft*: I currently coordinate and co-facilitate a six-week community-based public speaking course for Stafford Heights Toastmasters four times a year.
- *Breaking Through Writer's Block*, Queensland Writers Centre, 21 March 2009 (full day workshop).
- *Breaking Through Writer's Block*, Queensland Writers Centre, 29 March 2008 (half day workshop).
- *The Seven Principles of Power: What Every Manager Should Know*, Australian Institute of Management, 21 May 2002.
- *The Art of Delegation*, Law Australia Conference, Toowoomba, 22 March 2002.

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## PUBLICATIONS

- *The Modern Machiavelli: The Seven Principles of Power in Business*, Allen & Unwin, Sydney, 2002.
- 'Why Machiavelli Matters', *Forbes Online*, 2008
- 'Dürer's Rhinoceros', *One Book Many Brisbanes 2*, 2007
- 'A Pas de Deux for Sea Serpents', *ANU Reporter*, October 1996
- 'Mystic Torrent Creek', *Simply Living*, Vol. 3 No. 6
- Short pieces for *The Courier-Mail's* Accent pages, dealing with contemporary workplace issues.
- Poetry published in *Image*, *Mattoid* and *The Courier-Mail*

## QUALIFICATIONS

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- Bachelor of Arts, with majors in English Literature, Language in the Media, and Philosophy  
University of Queensland 1977–1979
- Certificate IV in Assessment and Workplace Training  
Workplace Education & Development 2002

## CONTINUING PROFESSIONAL DEVELOPMENT

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- Certified Professional Coach  
Fowler Wainwright Institute of Professional Coaching 2012
- Eriksonian Hypnosis  
Stephen Gilligan 2006
- Advanced MBTI Applications  
Otto Kroeger Associates 1995
- Neuro-Linguistic Programming Communication Processes:  
Language Patterns  
Southern Lands NLP 1993
- MBTI Team Development Workshop  
Australian Psychologists Press 1992
- Myers-Briggs Type Indicator (MBTI) Accreditation  
Price Waterhouse 1991

## REFEREES

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Details of referees are available upon request.

## CONTACT DETAILS

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