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Sia Delivery Capability Uplift Services

Sia – Services

Program Delivery · PMO Services · Change Management



Program Delivery

Complex agile, traditional & hybrid delivery

We deliver some of Australia's most complex and challenging agile, traditional and hybrid programs. We work with our clients to understand their organisational and program characteristics.

These inform how we design a delivery approach to produce the best outcome for our clients. Most of our consultants are scaled agile (SAFe) certified and manage billions of dollars of transformation programs that range in size from <$1m to >$500m.



PMO Services

PMO establishment, management & uplift

We establish, uplift and lead PMOs, delivering analytics & insights, scheduling and tool solutions for some of Australia's largest organisations. Our experience ranges from targeted project support to PMO leadership of $1.5bn programs and enterprise PMOs.



Change Management Services

Design, plan, deliver and embed changes

We provide end-to-end Change Management as a value-adding function of a project. Our role spans program mobilisation and business case through to change readiness, measurement and benefits realisation.

Underpinned by Sia's tool suite

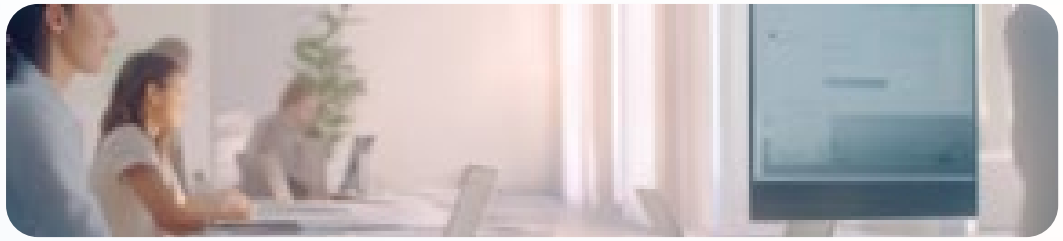
All of our clients are reference sites

Sia – Consulting & Enterprise Transformation

ENTERPRISE TRANSFORMATION OUTCOME

Executives increasingly view governance, delivery, adoption and value realisation as interconnected enterprise capabilities, not standalone functions. Sia's Consulting services and Tool suite, working in combination, directly uplift your organisation's capacity to deliver integrated transformation outcomes.

Enabled by the powerful combination of:



Consulting Services

Transformation Capability and EPMO and ITPMO uplifts

Sia has performed transformation capability reviews and uplift for over 60 organisations incl Optus, Qantas, Australia Post, and Woolworths. 100% of our assignments are reference sites.

Sia has done dozens of Program reviews for NAB, Macquarie Bank, Optus, Woolworths and many other organisations.



Tool Suite

Leveraging decades of experience to develop world-leading tools

- **Portfolio Optimisation Tool (POT):** Optimise your portfolio prioritisation and resourcing.
- **Pathfinder:** Create the right-sized delivery approach & required artefacts
- **Objectives, Outputs & Outcomes (O3):** Connect your strategy to execution.
- **Balanced Score Cards (BSC):** Score your portfolio delivery effectiveness

Successfully used on over **$5bn of programs** annually.

All of our clients are reference sites

Our Clients

Sia has a proven track record delivering critical outcomes for Australian organisations across industries and domains.
100% of our clients are reference sites.

Woolworths	nab	Macquarie	futurefund	Stockland	agl	Optus	indue	ASX	The University of Sydney
Client Since 2012	Client Since 2013	Client Since 2014	Client Since 2015	Client Since 2016	Client Since 2017	Client Since 2017	Client Since 2018	Client Since 2019	Client Since 2019
VAULT	Coca-Cola Europacific Partners Australia	Court Services Victoria	iress	dexus	Equity Trustees	pwc	Sunnyfield	Australia Post	pepper money
Client Since 2020	Client Since 2021	Client Since 2022	Client Since 2022	Client Since 2022	Client Since 2022	Client Since 2022	Client Since 2023	Client Since 2024	Client Since 2024
Cuscal	Catholic Schools Parramatta Diocese	CLP 中電	NSW Government	coles	adairs	Australian Unity	Deloitte.	NewMed	cbn Community Broker Network
Client Since 2024	Client Since 2024	Client Since 2024	Client Since 2025	Client Since 2025	Client Since 2025	Client Since 2026	Client Since 2026	Client Since 2026	Client Since 2026

Clients rate us 99.62% satisfied in the first half of 2026

Client Satisfaction Survey Results

99.62%

Satisfaction rating, Jan-Jun 2026

Year	Satisfaction rating	Survey questions
Jan-Jun 2026	99.62%	4,767
2025	99.25%	11,007
2024	99.45%	11,668
2023	99.50%	11,223
2022	99.20%	13,191
2021	99.15%	15,932
2020	98.87%	14,455

100% of our clients are reference sites

Commonwealth Bank

"Every Sia person I have ever worked with has been very good at what they do."

agl

"Strong program delivery capability with the flexibility to scale up and down quickly to meet program and business needs. Look to continue to bring the best of the Sia ecosystem to clients to demonstrate the value-add."

Coca-Cola Europacific Partners

"Good people and a focus on support from the central organisation when required."

Equity Trustees

"We have been very impressed with the capability of consultants from Sia and this has significantly uplifted our project management maturity, discipline, capability and delivery across the organisation."

alintaenergy

"Very happy with the level of organisation and governance the Sia Project/Program Managers bring to our more complex initiatives."

Woolworths The fresh food people

"Sia continues to provide consultants who are of a very high calibre and they remain a strategic partner."

Our team rates us 98.51% satisfied in 2026

Team Satisfaction Survey Results

98.51%

Satisfaction rating, 2026

Survey Date	Satisfaction rating
2026	98.51%
2025	97.73%
2024	97.49%
2023	96.49%
2022	98.01%
2021	98.16%

"You have the entire Sia team behind you."

"Management is always responsive"

"Sia manages QA really well"

"Sia operates at a personal level even as the company grows"

"We say what we do, and do what we say"

"Sia knows how to keep their high performers"

How do we get to 98+% customer satisfaction?

People

- Over 90%+ permanent workforce, tested extensively through a robust recruitment process.
- High employee engagement.
- Hands on owners that have delivered major programs.
- Training allowances and internal learning sessions, including sessions led by Rob Thomsett, our in-house Thought Leader.
- Comprehensive mentoring.
- 95% SAFe® qualified and internal trainers.

Process

- Regular structured quality assurance of all assignments.
- Weekly review of all assignments' status.
- Industry leading Customer Satisfaction and NPS management.
- Bench support available at no cost to client.
- Holidays and illness cover for clients.

Tools

- Dedicated project tools team.
- Program delivery approach designed with Pathfinder.
- Delivery approach risks defined with Pathfinder.
- Schedule integrity measured with HealthCheck Tool.
- Project reporting with dashboards and scorecards.
- Portfolio Optimisation Tool.

All our clients are reference sites.

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How our values impact our delivery?



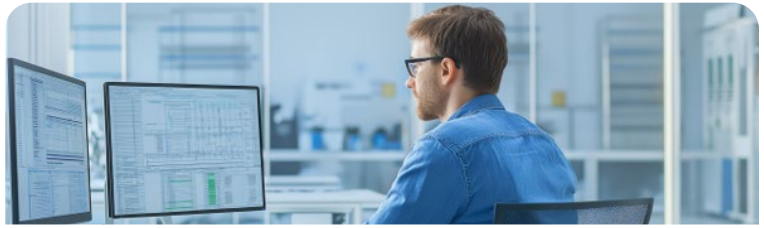
Teamwork

Teamwork is at the core of what we do because big projects can’t be delivered without great teamwork. We focus on ensuring that the Sia team, the client team and vendors create one team working seamlessly together.



Transparency

Assumptions and poor communications kill projects, whereas openness is the foundation of good relationships and reliable delivery. We remain a completely independent consultancy.



Delivery

A strong emphasis on outcomes focuses the team and grows confidence. With a confident attitude, expert personnel and effective teams we always deliver to our client’s high expectations.

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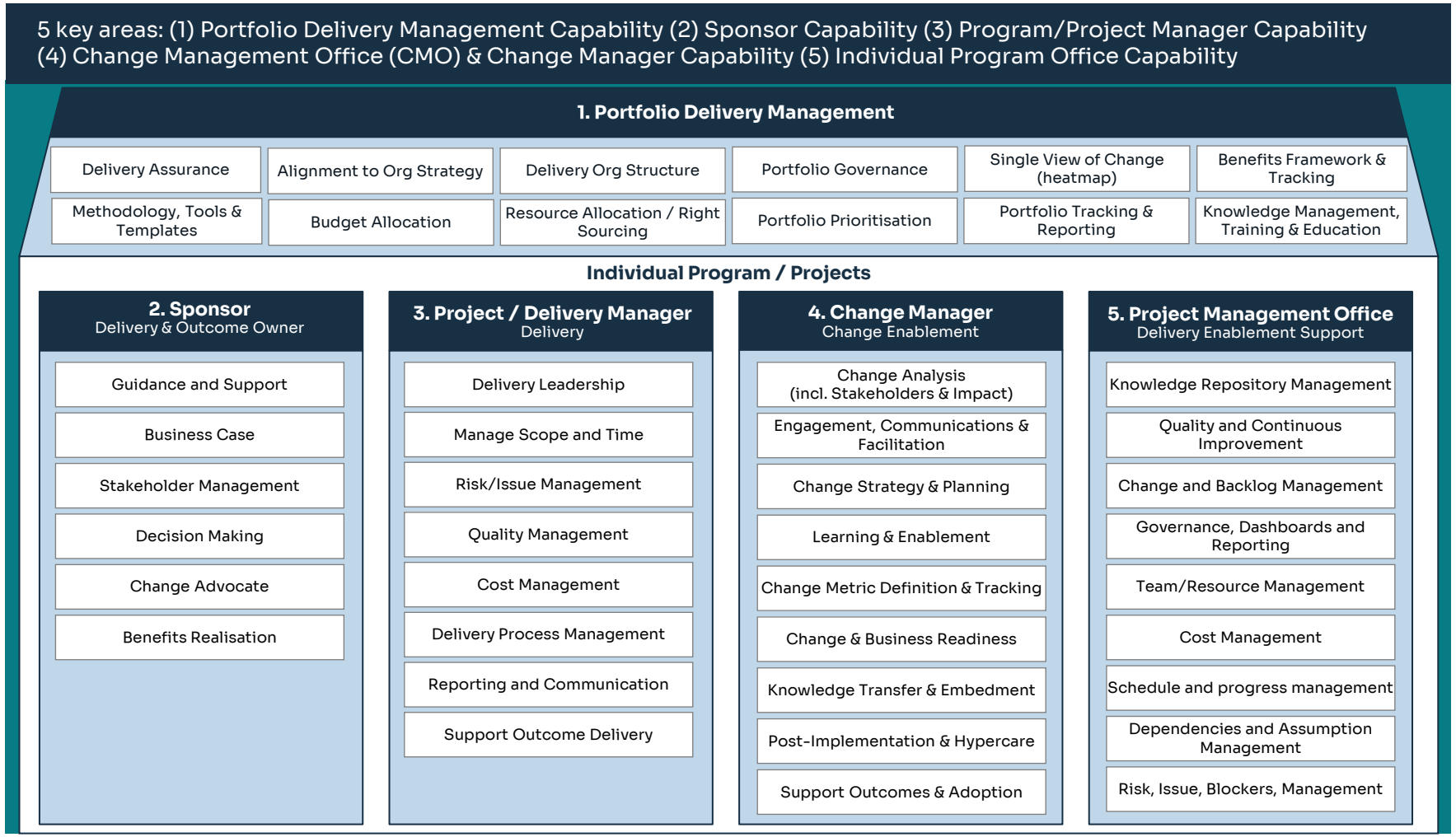
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Delivery Organisation Uplift



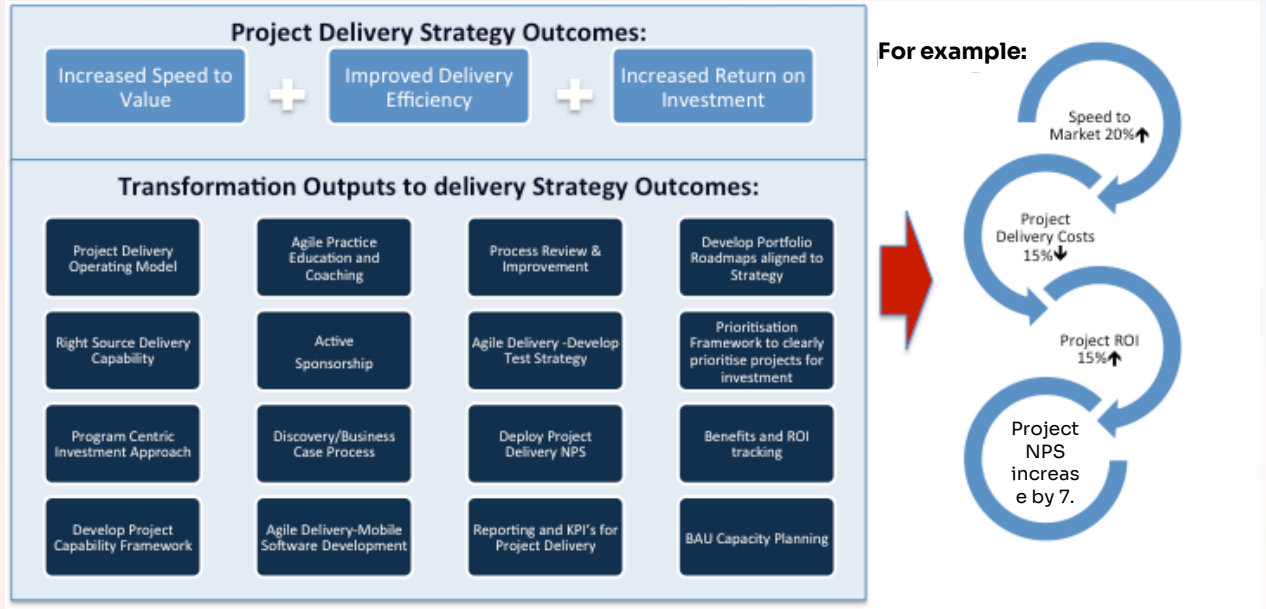
Delivery Organisation Structure



Why undertake delivery capability assessments?

There are a number of key reasons why organisations undertake delivery capability assessments, including:

- **Increase Speed to Value** - Realise business benefits quicker.
- **Improve Project Delivery Efficiency** - Implement a strong project delivery operating framework to improve efficiency and effectiveness for delivering project outcomes.
- **Improve Return on Investment** - Improve the way investment in projects is managed from strategy, to prioritisation, to execution, to realisation of benefits.



What needs to be assessed? [cont.]

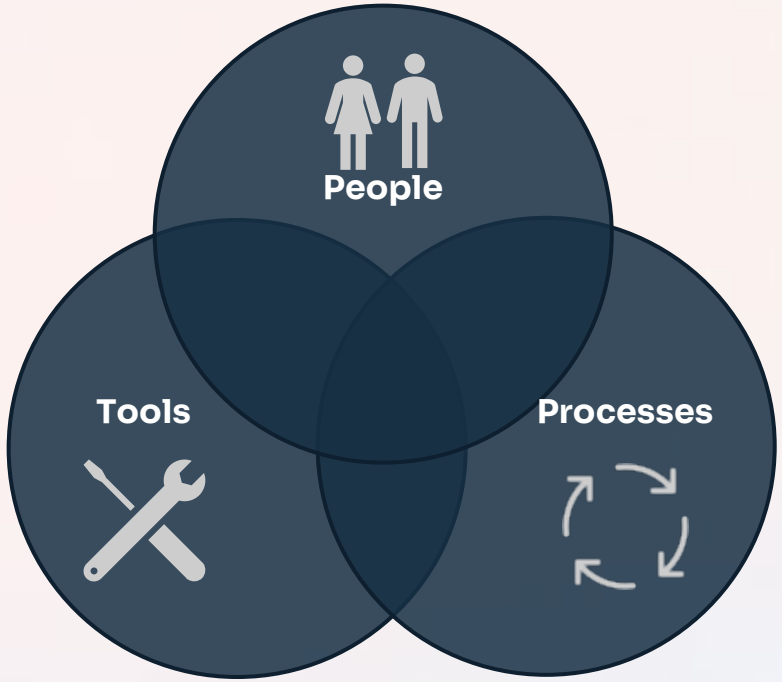
To achieve this delivery capability, assessments need to be undertaken across all aspects that make up program/project delivery.

People

1. Knowledgeable and skilled
2. Clear roles and accountabilities
3. Successful outcomes
4. Enabled to perform their roles
5. Appropriately incentivised to perform
6. Understand & adhere to the processes
7. Know how to use the required tools
8. Have the appropriate time capacity to do their jobs
9. Have the appropriate support and backing to perform their roles

Tools

1. Standard and widely adopted
2. Easy to use and fit for purpose
3. Capture the data required for reporting needs
4. Appropriate controls to ensure data is of desired quality



Processes

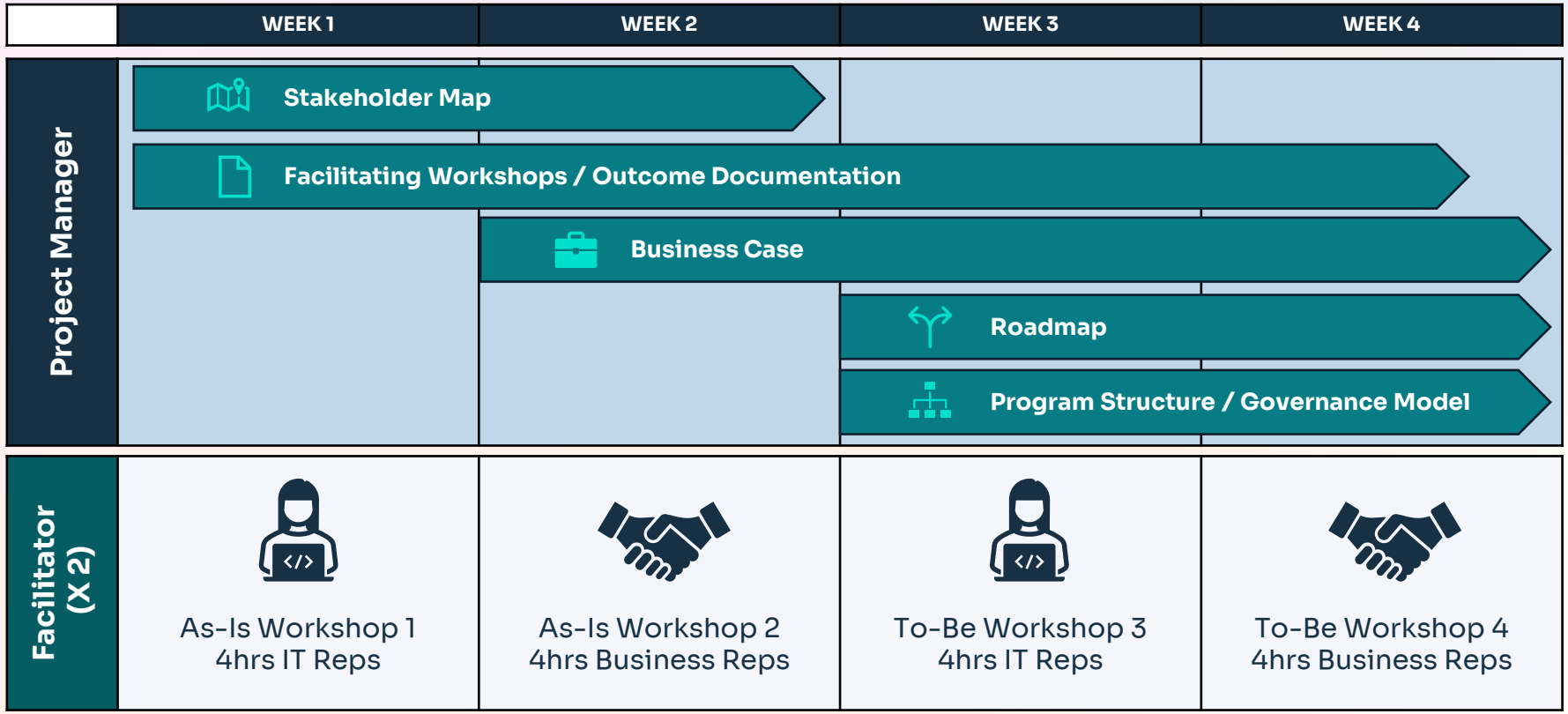
1. Widely adopted
2. Fit for purpose (e.g. Agile vs traditional vs blended)
3. Well documented and unambiguous
4. Clearly defined roles and responsibilities
5. Appropriate governance to ensure compliance
6. Champions and SMEs appointed
7. Continuous improvement

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Our Organisation Review Approach

Sia can provide a view of best practice in governance, sponsorship, project management, change management and project delivery to executives and their senior delivery experts. This is based on an initial evaluation and developing an integrated value proposition.

A sample approach is:



Deliverables

During the evaluation period, a number of deliverables will be produced and then socialised with the key stakeholders for their input and buy-in.

Deliverable	Description
As-is Assessment	Analysis of “as is state” strengths and weaknesses.
To-be Design	Future state delivery organisation high level design, including design principles, key changes high level design, organisation structure and measures for success.
Roadmap	High level timeline that illustrates how the journey from as-is state to target state will unfold. It contains high level deliverables, major milestones, and their indicative timing.
Program Structure/ Governance Model	The program governance and structure that need to be in place, in order to ensure successful transformation. It outlines key roles & responsibilities, decision making structure, management methodology, risk and issue management forum, reporting cycles, etc.
Stakeholder Map	Comprehensive list of the stakeholders that will be impacted by this initiative. It outlines how their expectations should be captured, managed and responded to during the transformation process. This will serve as the basis for the Communication Strategy and Plan.
Workshops (preparation and outcome documentation)	Four workshops, run by Sia team, to provide a view of best practices in Project management/program delivery to the client’s project delivery audience.
Business Case	Provides a view of the end-state benefits to the business; including the required resources and cost, duration, and execution risk in achieving them. This will be presented to senior executives for approval.

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Example Outputs: Organisational Review Themes

Organisational change will look at the Enterprise Services Model, right sourcing of the delivery capability as well as a program centric investment approach in order to **improve project delivery efficiency.**

Project Delivery Transformation



1. Enterprise Services Model

Group wide framework for project delivery.

Efficiency



4. Benefits Management

Outcome Led decision making.

R.O.I.



2. Right Source Delivery Capabilities

Selectively right sourcing IT delivery capabilities.

Efficiency



5. Active Sponsorship

Engaged sponsors focused on outcomes.

Speed



3. Program Centric Investment

Top-down investment via programs rather than projects.

Efficiency



6. Agile Delivery

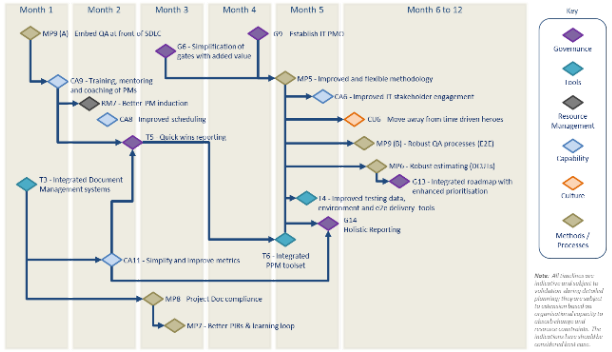
Increase speed to value.

Speed

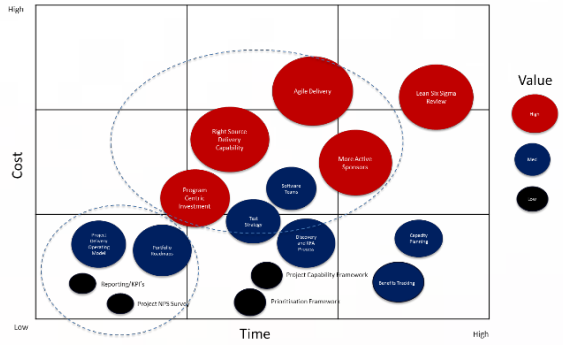
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Example Outputs

Implementation Timeline

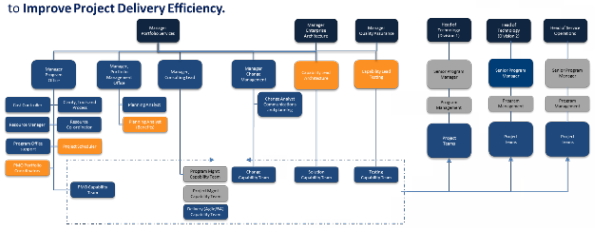


Prioritisation



Right Source Delivery Capabilities

An example of an organisational chart identifying possible support functions and a potential structure to **Improve Project Delivery Efficiency.**

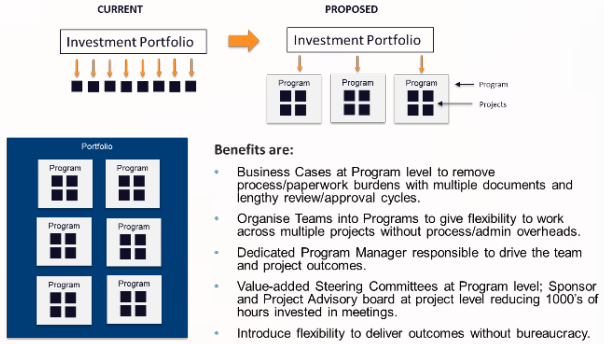


Additional Support functions suggested in orange:

- PMO resources to support senior program managers completing administrative tasks currently performed by high costs resources.
- Project Scheduler to drive integrated planning across the group, improving scheduling of projects to remove capacity constraints and management of dependences.
- Analyst role to develop and run benefit tracking process.
- Capability lead roles for Solution Architecture and Testing, driving maturity improvement and performance.

Uplift Required (highlighted in grey):

Program Centric Investment



Benefits are:

- Business Cases at Program level to remove process/paperwork burdens with multiple documents and lengthy review/approval cycles.
- Organise Teams into Programs to give flexibility to work across multiple projects without process/admin overheads.
- Dedicated Program Manager responsible to drive the team and project outcomes.
- Value-added Steering Committees at Program level; Sponsor and Project Advisory board at project level reducing 1000's of hours invested in meetings.
- Introduce flexibility to deliver outcomes without bureaucracy.

Example of a Cost Benefit Analysis for Project Delivery Efficiency

'Delivery Efficiency'
Reduce cost base and improve productivity

- $5.24m (-13%)

Reduce cost of delivery resources by 13% from $41.1m to $35.9m
Based on $113m portfolio budget for FY16, reduce % spend on project delivery resources from 36% to 31%.

FY16
$41.1m

Project Delivery Resource Costs

$3.23m Investment

$3.23m investment to deliver savings:
- $1.5m pa in FY16/FY17 in project costs including training & education.
- $1.73m pa for 7 support roles to deliver transformation including new services to be delivered.

$6.21m Right Source 63 Delivery Roles

63 positions based on:
- *Risk of portfolio reducing.*
- *Buy versus build analysis of each capability.*
- *Removal of existing bottlenecks driven by lack of Qantas knowledge.*

Saving from right sourcing 63 positions = $6.21m per year
- Current average contractor cost = $289k
- New average permanent cost (fully loaded) = $190k

$2.26m Productivity Improvements

10% saving on contractor spend = $2.26m
- 10% improvement in resource effectiveness through continued education, training, active sponsorship, agile delivery, removing bottlenecks and integrated planning.

1. Enterprise Services Model

2. Right Source Delivery Capabilities

3. Program Centric Investment

Key Accelerators

FY17
$35.9m
(-$5.24m savings)

Project Delivery Resource Costs

Project Capability Uplift

Delivery Capability Uplift at Woolworths Group



Woolworths IT had concerns about project time delays, cost overruns, and benefits management. They were keen to uplift their project delivery, including accelerating their initiation phase and ensuring that projects were set up for success.

Sia established a Transformation Program including twenty-four initiative streams, to improve the delivery culture and project management capability, introduce flexibility and agility into project methodology and governance, improve performance visibility via a Balanced Scorecard, and strengthen Portfolio Management.

The IT Portfolio and Project Management Offices now provide a full suite of services to better support the project management community and drive ongoing improvements. Customer and staff satisfaction has increased significantly quarter on quarter.

***Awarded Woolworths IT Supplier of the Year 2018**

Organisation Review Experience

Sia undertook an intensive investigation and review of **nbn**'s project delivery capability which included:

- Reviewing and designing the uplift of the PM practice, including methodologies, training and gating. This included the sponsor engagement to provide assurance that these initiatives performed to a high level;
- A review of tools to ensure the appropriate information is available for management at minimal effort. This includes clear reporting and ensuring that the executive have appropriate project data to make enterprise decisions.

This capability review and on-going initiatives cover all areas that **nbn** needs to address to increase speed to value.

Sia undertook an intensive investigation and review of **Qantas**' project delivery capability including in-house as well as out-sourced resources. The capability assessment initiated a number of on-going innovations for Qantas including:

- Reviewing and designing the uplift of the PM practice, including business case, methodologies, training and gating. This included the sponsor engagement to provide assurance that these initiatives performed to a high level;
- A complete review of benefits realisation and the implementation of a benefits management framework;
- The integration of sponsorship and project management with agile development.

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Organisation Review Experience

NSW GOVERNMENT Finance, Services & Innovation

Project Management and PMO Capability Review - Sia undertook a forensic examination of the structure and effectiveness of DFSI's ePMO frameworks and Individual PM capability with a view to uplifting their overall program capability. The outcome was a design of an ePMO framework tailored to specific DFSI requirements and a report to give the DFSI executive better understanding of their project manager capability.

superpartners

Project Management and PMO Capability Review – Sia worked with Link on a two-phase assignment to assess the capability of their newly integrated Project Management team and review the capability and effectiveness of the ePMO, resulting in a new ePMO framework and approach.

HITACHI DATA SYSTEMS

PMO Capability Review - Conducted a review of the Portfolio Services Department with recommendations around structural changes to roles, improvements to processes and changes to tools.

Stockland

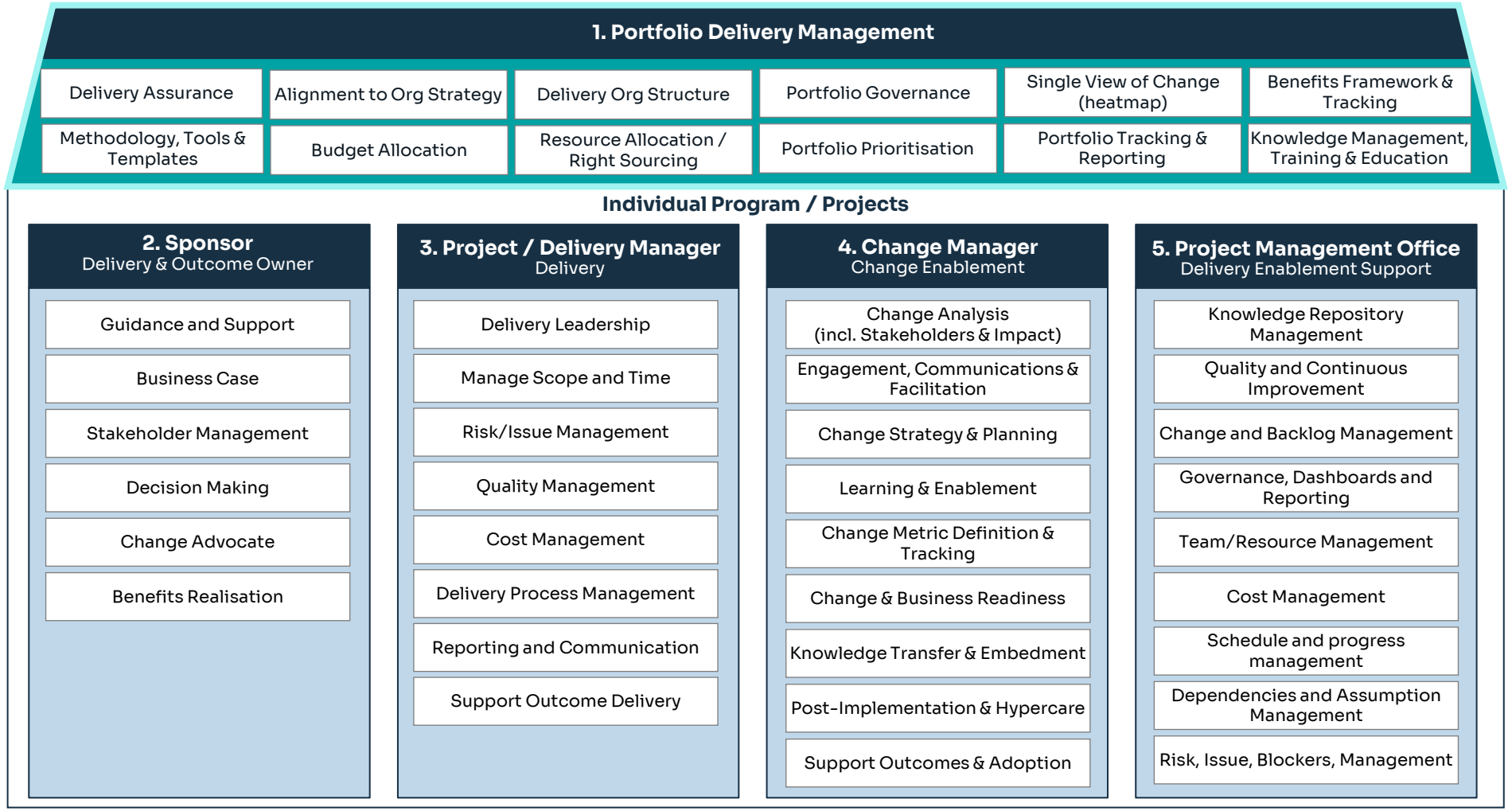
Summit - Sia provided PMO management and IT management services for this business transformation program.

PMO Design and Implementation - Sia implemented PMO processes and governance framework for the incoming CIO.

Portfolio Delivery Management

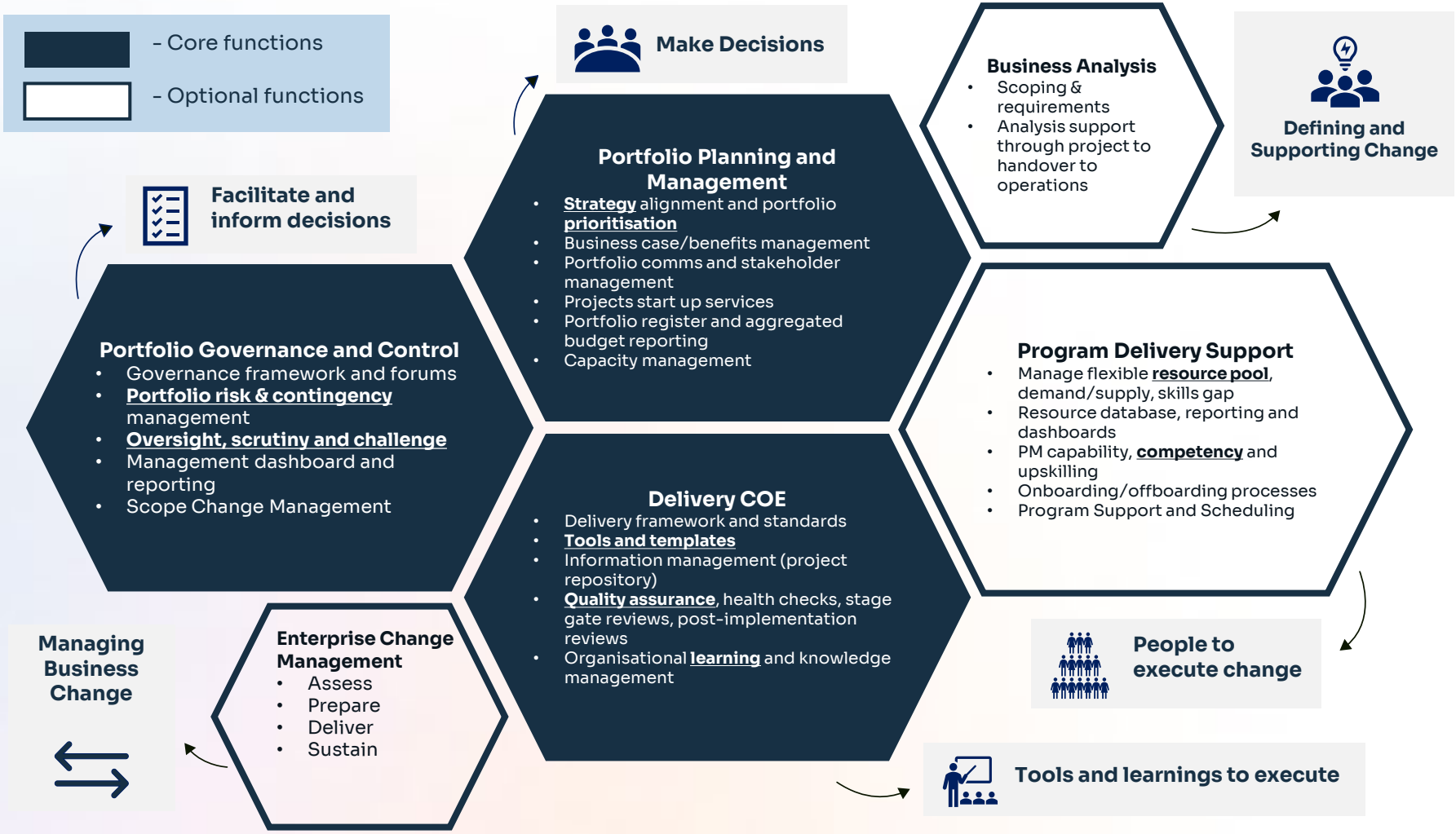


1. Portfolio Delivery Management



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ePMO Operational Functional Scope & Relationships



ePMO Management

ePMOs are required to assist organisations to:

- Determine which projects should be done, and when projects should commence and complete.
- Ensure that there is effective governance over, and support for these programs.
- Build the organisation’s delivery capability.
- Increasing the likelihood of these projects/programs' success.

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Executive Summary – ePMO Project Metrics

Measuring the impact of the EPMO Establishment will be critical to maintaining engagement and tracking the delivered benefits. The value proposition for the EPMO is that the improvement initiatives proposed in our solution will: reduce cost overruns, increase speed to market delivery, reduce rework, effectively prioritise resources, improve business satisfaction and retain talent.

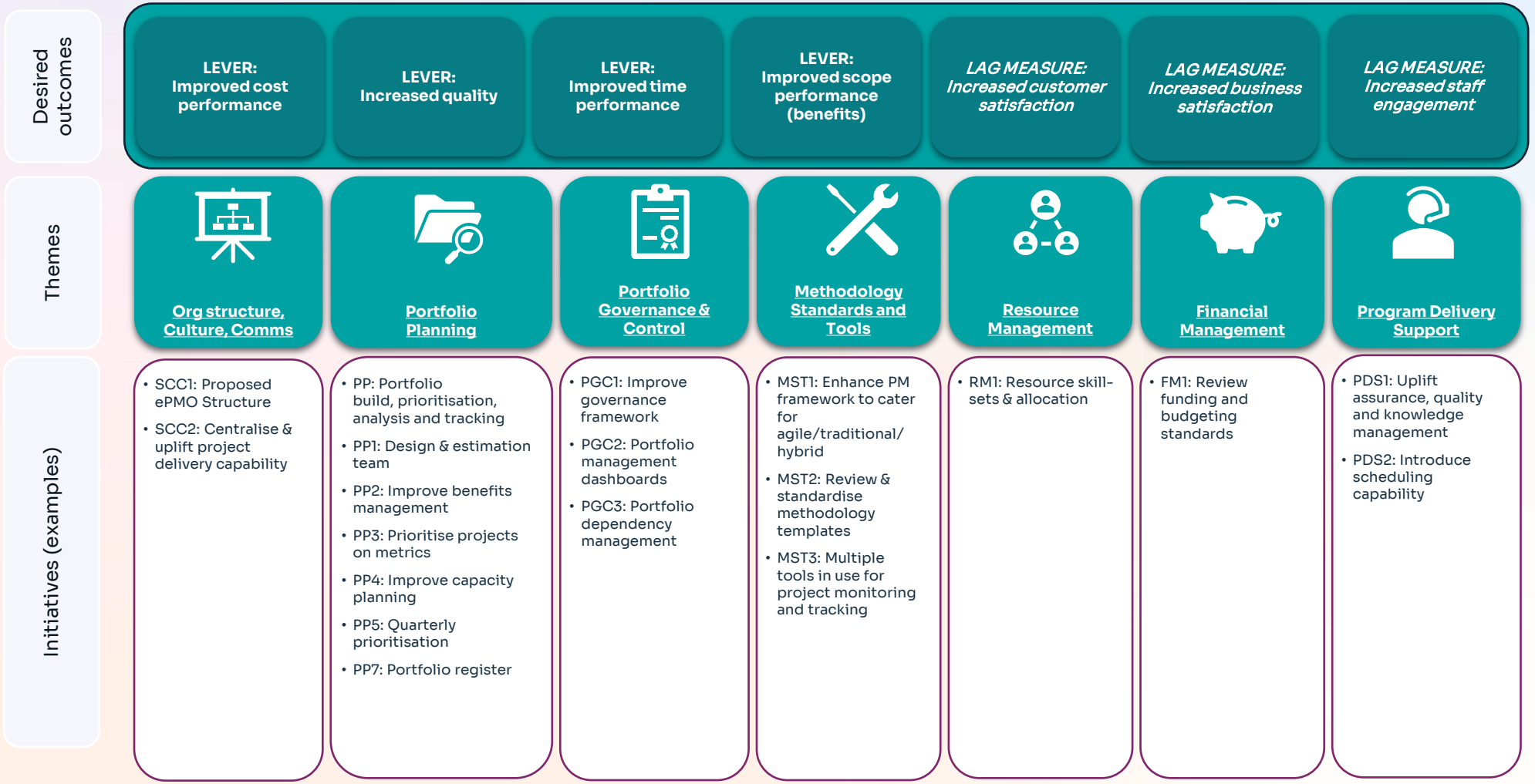
The seven metrics defined here (4 levers and 3 satisfaction measures) will form the basis of the portfolio dashboard for regular review by the ExCo and senior leadership team within the company. These measures will be baselined at the start of the EPMO transformation and will be regularly measured and reported during the transformation program, to ensure the desired outcomes are being realised.

Proposed measures:

	Project Levers				Satisfaction Measures*		
Desired Outcomes	**LEVER: Improved cost performance**	**LEVER: Improved time performance**	**LEVER: Improved scope performance (benefits)**	**LEVER: Increased quality**	***MEASURE: Increased customer satisfaction***	***MEASURE: Increased business satisfaction***	***MEASURE: Increased staff engagement***
Proposed Delivery KPIs	**Variation against approved budget (% of total, incl. contingency)**	**Variation from baselined plan (%)**	**% projected or actual variance against planned benefits**	**Variance to target cumulative defects introduced to production (total weighted by severity)**	**Customer satisfaction surveys score v target (e.g. NPS)**	**Business satisfaction survey score v target**	**Staff engagement survey score v target**
Proposed Default Balanced Scorecard Weighting To Be Discussed	**15%**	**15%**	**15%**	**15%**	**20%**	**10%**	**10%**

* Specific measures can be adjusted per the needs of the project

Executive Summary – Example ePMO Build Scope



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Portfolio Optimisation Tool

Our **Portfolio Optimisation Tool** can be used to prioritise projects, calculate changes to capacity, and reshape your project portfolio while working within configurable constraints like budget, resourcing, environments, and SMEs.

Our tool can also produce graphs displaying projects based on their business priority versus deliverability. These graphs are highly useful for visualising data and facilitating key discussions about projects within your portfolio.



Portfolio Optimisation Tool

Change Management Office (CMO)

If Change Management is part of the ePMO, the following two pages indicate what we would consider for Change Management metrics and build scope.

The Change Management Office is a common name for an enterprise-level Change Management function in an organisation. The function assists and enables organisations to:

- Build organisational change capability, which may include uplifting leader and employee skills and introducing tools or frameworks that improve change as a core competency.
- Provide visibility across all initiatives with a single view of change, which can enable decisions to prioritise initiatives and resources, as well as reduce change fatigue with complementary messaging.
- Provide visibility and governance around change activities, such as tracking readiness and change metrics to provide leaders with confidence.
- Improve success rates of change with a holistic view of people, systems, processes and behavioural changes required that are directly linked to agreed outcomes with metrics.

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Executive Summary – CMO Metrics

Measuring the impact of the CMO establishment or uplift and ongoing presence is critical to maintaining engagement and tracking the delivered benefits.

The seven metrics defined here (four levers and three satisfaction measures) will form the basis of the CMO dashboard for regular review by the Executive Committee (or senior leadership team) within the company. These measures will be baselined and regularly measured and reported to ensure the desired outcomes are being realised.

Proposed Measures

	Project Levers				Satisfaction Measures*		
Desired Outcomes	**LEVER: Improved cost performance**	**LEVER: Improved time performance**	**LEVER: Improved scope performance (benefits)**	**LEVER: Increased quality**	***MEASURE: Increased internal customer (stakeholder) satisfaction***	***MEASURE: Increased business (audience) satisfaction***	***MEASURE: Increased CMO staff satisfaction***
Proposed Delivery KPIs	**Variation against approved budget (% of total, incl. contingency, against the baseline)**	**% of CM milestones, directly linked to adoption, achieved on time**	**% projected/ actual variance of planned adoption-enablement activities delivered against scope**	**% variance in employee adoption rate against target**	**Internal customer (stakeholder) satisfaction surveys score vs target (e.g. NPS)**	**Internal business (audience) satisfaction surveys score vs target (e.g. NPS)**	**CM staff satisfaction survey score vs target**
Proposed Default Balanced Scorecard Weighting	**10%**	**10%**	**15%**	**20%**	**20%**	**15%**	**10%**
To Be Discussed							

* Specific measures can be adjusted per the needs of the project

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Executive Summary – Example CMO Build Scope

Themes	Structure & Mandate, Talent Development & Resource Mgt	Culture & Change Readiness	Change Portfolio & Single View of Change	Change Governance & Assurance	Methodology, Standards & Tools	Financial Mgt, Measurement & Insights	Org-wide Staff Change Capability
Initiatives (examples)	• Define CMO scope, mandate and measures • Communicate CMO's role and value proposition • Define CMO structure and reporting lines • Recruit, onboard and design career development for practitioners • Embed capability uplift and knowledge sharing • Develop resource deployment model • Monitor wellbeing and workloads	• Assess change maturity and organisational readiness • Define desired "change culture"	• Design and implement single view of change (heatmap) • Develop register of inflight and planned projects • Agree criteria to assess saturation and capacity • Establish cadence for reviews	• Define governance structures • Set escalation paths • Integrate checkpoints into inflight projects • Develop assurance criteria to assess CM deliverables	• Select (or adapt) a CM method • Establish minimum standards • Develop toolkits, playbooks and templates • Agree on complementary tools and tech • Build knowledge repository • Set up rhythm of regular reviews for continuous improvement	• Define CMO funding model • Agree CMO KPIs and metrics • Report regularly on performance with insights and trends	• Define change competencies and integrate into job descriptions and skills framework • Design change capability uplift and provide resources for non-CMO staff • Set up rhythm of regular reviews for continuous improvement • Measure improvement over time

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Enterprise PMO Implementation

Design, build and implementation of Optus Consumer EPMO/ for an agile organisation

OPTUS



Optus had transformed to a predominantly agile delivery organisation. However, there was no overarching EPMO, portfolio build, dependencies management, delivery process design, benefits management framework, etc.

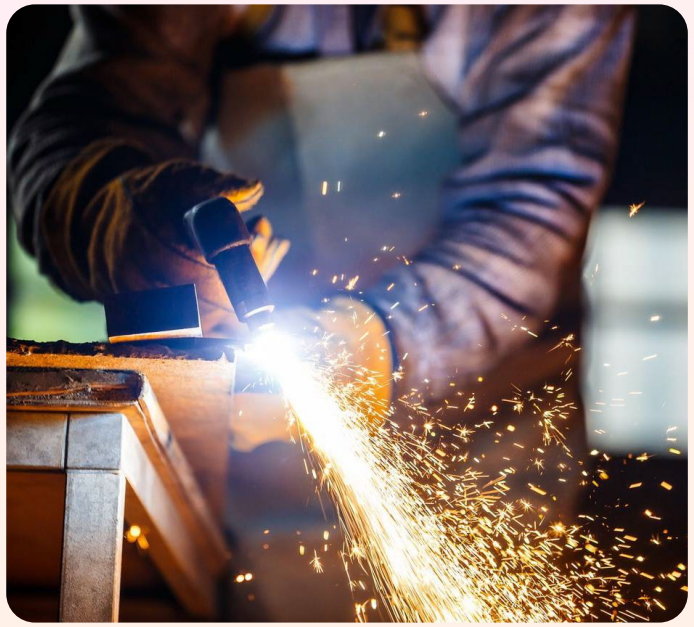
Sia designed, built and implemented an EPMO for the Optus CEO, working closely with the agile tribes and key stakeholders. This was performed on schedule, within budget and involved significant Cultural change.

Optus has a structured portfolio design process active, portfolio management, centralised PM, BA and change management capability, more active governance and a benefits management framework.

Enterprise PMO Implementation

Implementing an Enterprise PMO to support IT and Property Management Programs

Catholic Diocese of Maitland-Newcastle



The Diocese has a mixed portfolio of projects of a value in the region of $300m that includes building construction, maintenance program and upgrades; IT and communications initiatives and business changes.

Sia conducted a Program and Project Governance Review and based on the recommendations, led the establishment a central Portfolio/Project Management Office (PMO) to act as a Centre of Excellence, to support the Diocesan Leadership Group with portfolio governance and planning and to provide an independent single source of truth for portfolio reporting.

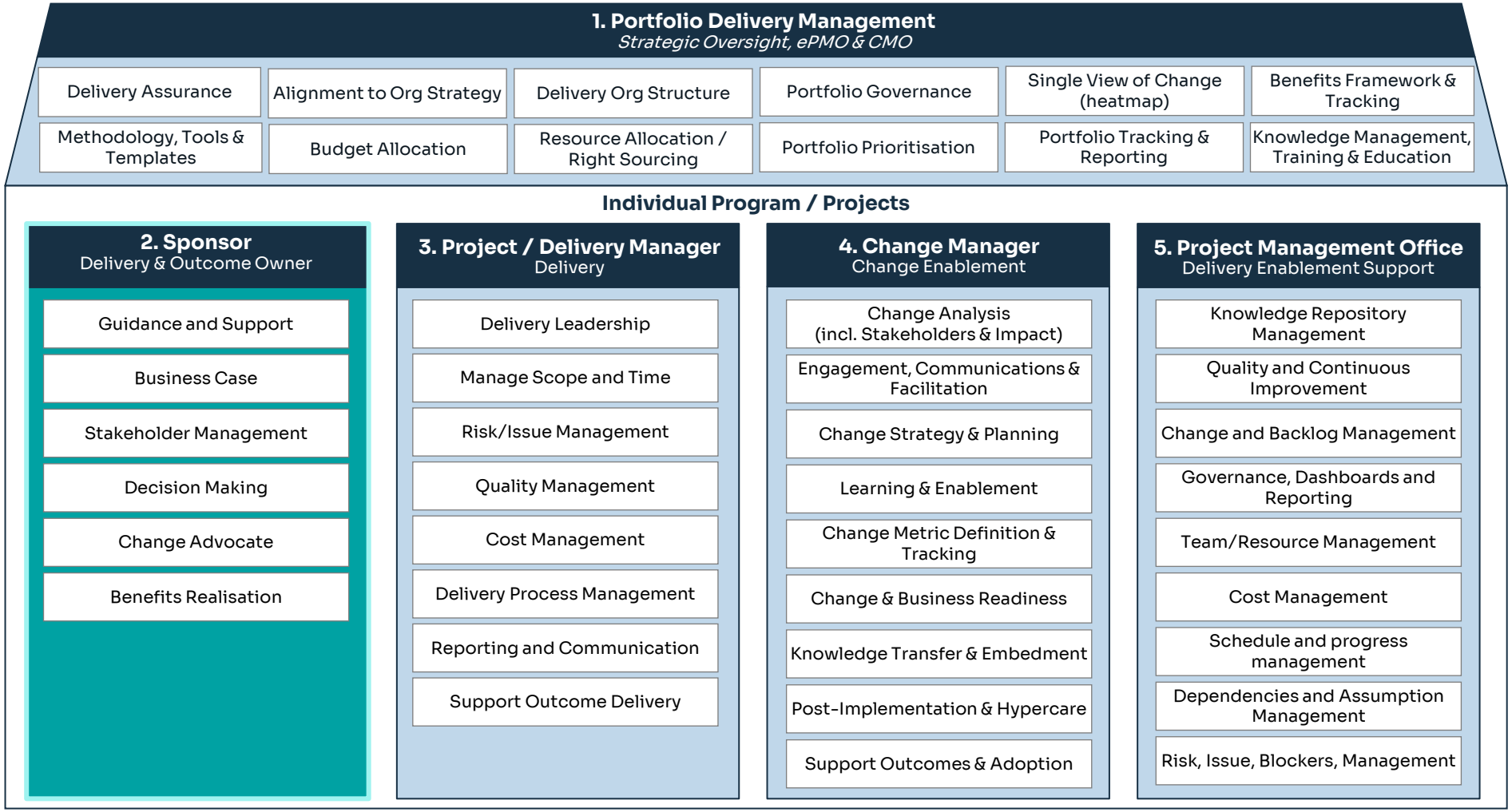
A whole new governance approach was developed in conjunction with the senior leaders. This initiative introduced a new level of transparency and for the first time in its history, the organisation had a single list of projects used for portfolio management to a a full set of requirements for the future implementation of a Project Management Information System (PMIS).

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Sponsor Capability



2. Sponsor Capability



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Why Support Your Sponsors?

- Projects are the vehicle of strategic change.
- The increasing rate of change is demanding speed to value from those projects.
- An organisation's agility in executing the right change and realising benefits from those projects, is becoming a critical differentiator.
  - Many IT and project organisations are hampered by bureaucratic and slow project governance and project management models that are derived from the 1980s.
  - The Corporate Executive Board (CEB*) Accelerating Proje*cts report of 2015 reveals that Sponsors behaviours have a significant impact on speed to value.
  - Most organisations have standards; a guideline on ***what*** sponsors should do, but not ***how*** to do their roles.

Sia can provide a proven transformative approach, not only to how projects are managed, but how projects are governed and planned in an agile environment.

- Agile project sponsorship and agile project management levers of change are based on collaboration, openness, transparency, simplicity and speed.
- Sia has developed a suite of powerful tools and techniques that are proven to assist sponsors in being more effective and agile.
- Rob Thomsett has been at the forefront of designing and deploying these methods for 15 years.

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Transformation – Active Sponsorship

- Sponsor moves from ‘passive’ approval and review role, to active participation where they truly own the end-to-end business change to realise benefits from the project investment.
- Sponsors need to dedicate an agreed portion of their week to the project.
- Remove Steering Committees with the Sponsor solely responsible. Use Project Advisory Board model where peers could provide advice but not approval.
- Move governance from time-driven (monthly) to risk-based reviews (as required).
- Clearly define roles and responsibilities and education on expectations of roles.
- Use Rapid Planning session with sponsors to fast-track planning and business case development.

Category	From	To
Governance	Distributed ‘Set and Forget’ approval Report based Cost/deadline focus	Centralised Risk based reviews Sponsor face-to-face Benefits realisation focus
Sponsorship	Hands off Reactive Regular time-based reviews Report based	Clear ownership/focus Proactive Risk-driven reviews Sponsors/PM face-to-face

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Sponsor: Improve through coaching

While most executives understand what the sponsor role involves, few are given any support in understanding how to undertake this critical role. This briefing concentrates on a set of simple and practical tools proven to assist sponsors in gaining and retaining control of their projects. Given experience of senior management, this briefing has been designed as a series of tutorials.

1. The New Project Sponsor Process – simple and transparent

This tutorial covers the various project contracts required by senior management for managing complex projects - and overviews the project management process based on Agile values. It focuses on the business case, benefits and related plans. It provides a check-list for sponsors on project health.

2. Sponsorship – doing the right project right

This tutorial explores the role of senior business managers in managing projects. This tutorial also examines senior managers' role in the critical issues of defining project success and managing project stakeholders or service providers. It also explores the role of stakeholders in benefits realisation.

3. Benefits Realisation/Added Value

This tutorial concentrates on tools and techniques for developing accurate and measurable project objectives/outcomes and the relationship between objectives and benefits. It also presents the critical executives' roles and powerful tools for managing benefits realisation and ensuring added value from their project investment.

4. Quality Requirements

Senior management must define their quality expectations, this tutorial concentrates on powerful techniques for modeling quality expectations or requirements. It also considers the impact on quality expectations on other project management issues such as estimation and risk.

5. Project Risk Assessment and Management

This tutorial examines the various approaches to project risk analysis, assessment and management. It also explores risk reporting, risk mitigation models and risk management plans and the role of senior management in project and benefit realisation risk mitigation and management.

6. Project Estimation Tips

This tutorial summarises the various estimation techniques available for projects. It explores practical tips for sponsors to improve estimation and examines the impact on estimates of quality, risk, skills and strategy.

7. Tracking and Reporting

This tutorial summarises the various project reports that should be available for senior management. It also covers the critical issues of change control within the project development life cycle. It also takes a holistic view on tracking benefits, costs, risks and other key project information.

/ Flexible and agile delivery options

The sponsor coaching structure is designed to be flexible given the pressures on executives' time.

- It can be conducted as a formal workshop session for up to 10 executives in a one-day or intensive ½ day format for 3 to 5 people. If required, it can also be offered as a ½ day one-on-one coaching session for selected individuals

/ Mentoring for sponsors, following attendance at the coaching, is also available.

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Sponsor Coaching Experience / Case Studies

The Sia Consultant worked with a small team to design, implement and support a Benefits Management Framework across 100 major programs and projects in a $1 billion/pa portfolio. This involved project planning, project tracking integrated with benefits and benefits realisation reporting. Hundreds of executives, sponsors, finance experts, project managers attended briefing sessions conducted by the consultant. A small hands-on consultancy service for sponsors and benefit owners was also implemented.

The Sia Consultant worked with our Thought Leader to design, implement and then execute the Benefits Management approach for AGL's CXT program. CXT was a multi-year $300m transformation initiative run using an Agile methodology. The approach was fully integrated into Agile and included definition, measurement and tracking of benefits through the life cycle with multiple business units. It was used as a basis for Benefits measurement in other areas of AGL and was used to report monthly to the Executive and through to the AGL board to demonstrate the value of CXT.

The Sia Consultant was engaged to undertake a detailed review of project management, benefits management, sponsor and governance processes for ME Bank. The recommendations from this review were accepted by ME Bank Board and are currently being implemented in pilot mode by ME Bank with part-time support from the consultant.

Sia worked closely with the Executive Sponsor of a complex project. Using the Sia PM Plug-In tools such as; the O3, Benefits Scan, Quality Agreement and Win/Lose to assist the Sponsor. Sia experts engaged all key executives in building and agreeing with critical project planning and management details.

Project Management and PMO Capability Review - Sia undertook a forensic examination of the structure and effectiveness of DFSI's framework tailored to specific DFSI reEPMO frameworks and individual PM capability with a view to uplifting their overall program capability. The outcome was a design of an EPMO requirements and a report to give the DFSI executive better understanding of their Project Manager capability.

Other organisations that have engaged with Sia for Sponsor Coaching and support include Haileybury, AMP, BNZ, and Firemonkeys.

Thought Leader Experience



Rob Thomsett

Thought Leader

Achievements:

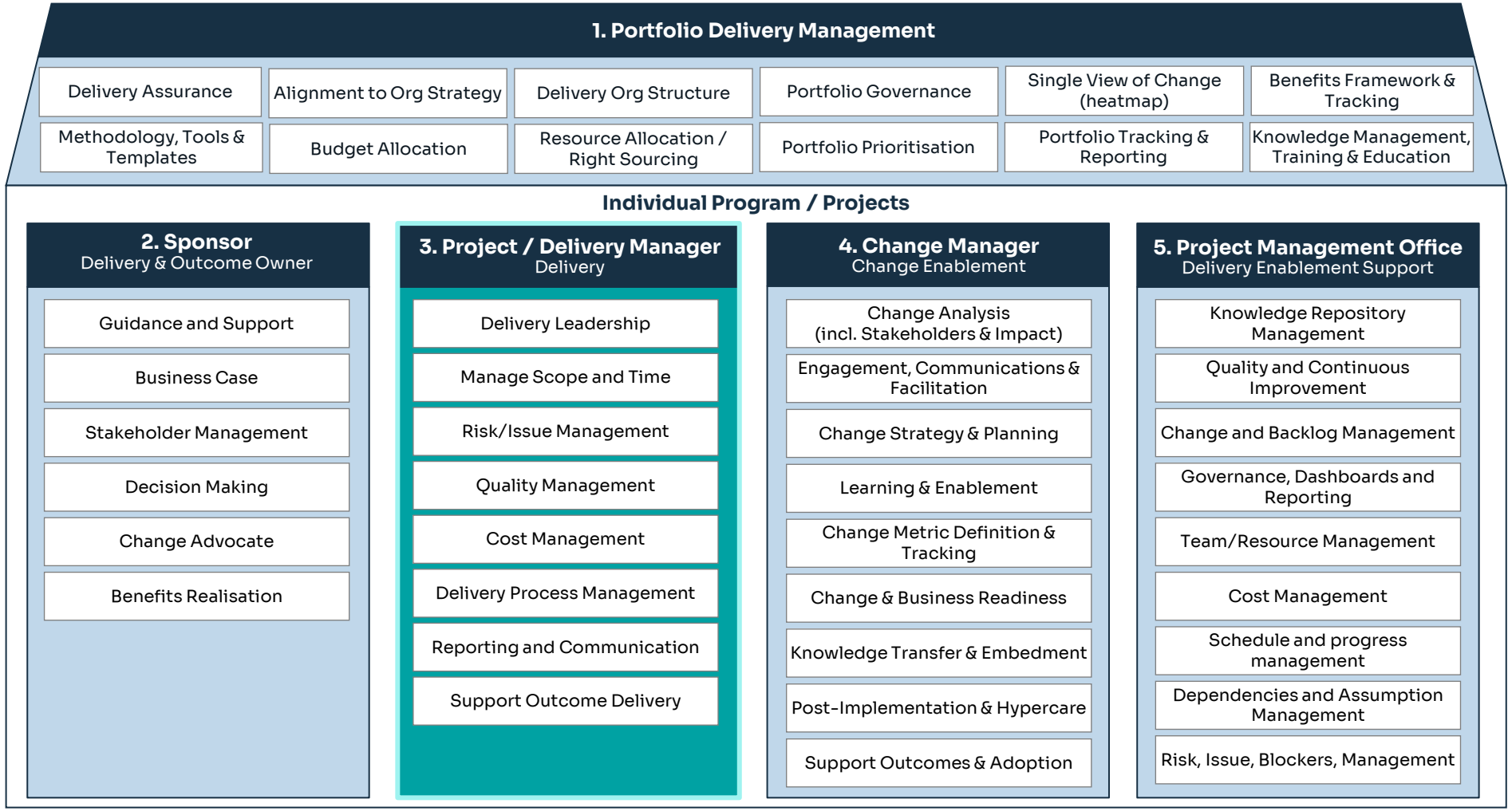
- Development, training and support of the initial Project Management framework for the Australian Federal Government during the 1970's.
- Consulting and implementing a relationship and values-driven model of project management and sponsorship in many international organisations including the top Australian banks.
- Fellow of the Australian Computer Society in recognition of his education and advocacy for emphasising the central point that project management was really the management of creative people working to improve business value.
- Consulting Director on the first Tax Modernisation Program in the late 1980's, a $1bn program.
- Consulting with NAB Group as it implements his Agile approach to executive sponsorship, benefits realisation, project management and governance across a $1bn/year project portfolio.

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Project / Delivery Manager Capability



3. Project/Delivery Manager Capability



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Program/Project Manager Capability Assessment

As change increases and organisations' ability to transform themselves effectively and efficiently becomes more important, the role of the program or project manager rises in importance in parallel.

How do you access the effectiveness of your program delivery team. Sia have developed a proven process to assess your Program/Project Managers capability using hard and soft measures. This process will feed clear ranking and develop plans for our/your program delivery leads.

This process has been used on many 100's of Program and Project Managers for some of Australia's largest organisations.

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Program/Project Manager Capability Assessment

Sia will work with the organisation to develop the organisation's Tiered Target Capability Profile, based on best practice.

- Alignment of Target Capability to individual job descriptions
- For a Program/Project Manager this would look at the key disciplines of:
  - Project status tracking and reporting
  - Risk and issues tracking and management
  - Assumptions, dependencies and decisions management
  - Scope control
  - Cost control
  - Time control
  - Quality control
  - Key stakeholder management

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Project Manager – Assess

Sia has developed a proven process to assess Program/Project Managers' capability and identify area where capability improvement is required.

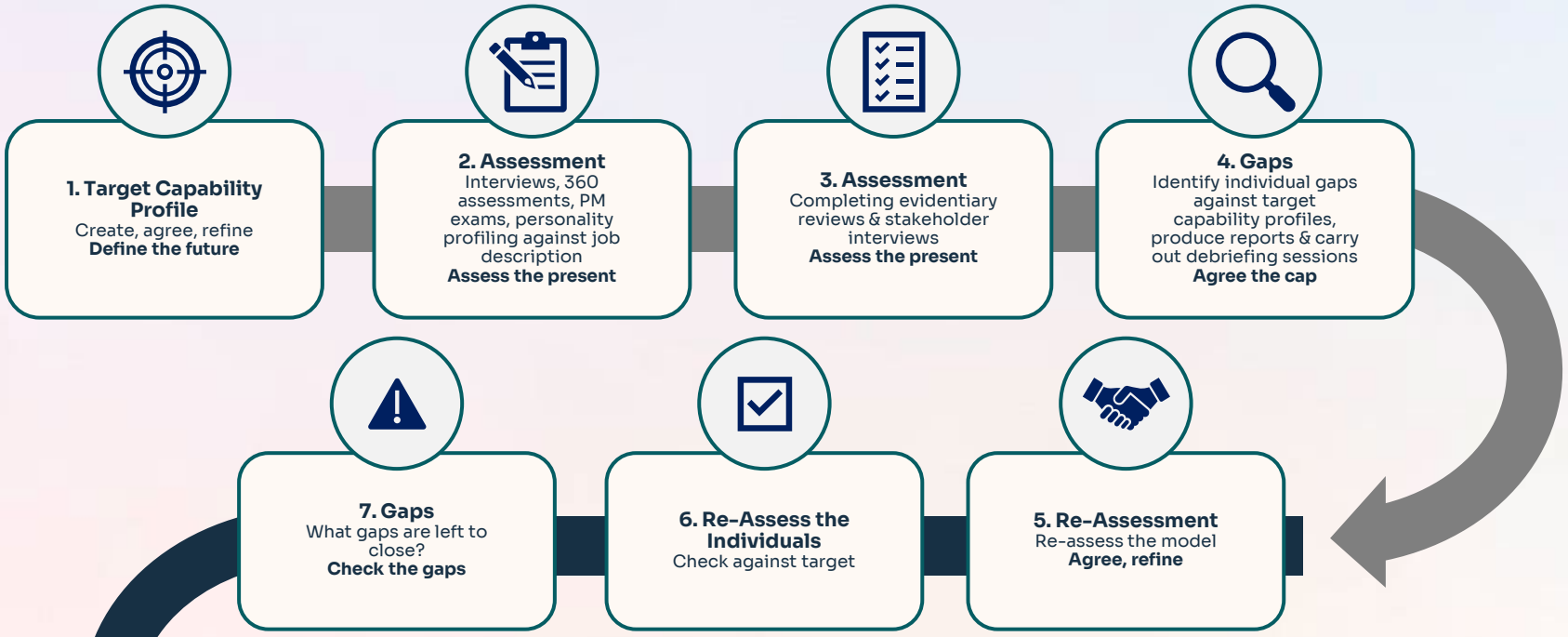
- 6 step process for individual assessments covering both knowledge of and ability to execute:

1. **Project management capability exam aligned to each individual's job description**
2. **Evidential review of recent delivery to assess how well this knowledge is applied**
3. **Review of previous delivered project outcomes**
4. **Customer assessments**
5. **Direct Line Manager assessments**
6. **Self-assessments**

- Agree individual capability uplift process based on target capability
  - The PM capability uplift would be performed in 7 stages as outlined on the following page;
  - Stages 5, 6 and 7 can be carried out at a later date as part of a program of continuous improvement

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Project Manager – Improve



- This approach will drive a cycle of continual improvement
- Targets can be raised in subsequent years
- Clusters of excellence and concern will be identified
- A continual cycle of gap analysis, assessing and reassessing performance will enable refinement of the underlying capability model
- This is then fed into the individual development plans and re-assessments carried out when required.

Perspectives at each stage
People - Strong Emphasis
Process - Light Touch
Tools - Light Touch

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Output Examples: PM Assessment

Role	Exam Result	Evidence Review	Project Outcomes	Sponsor/ Stakeholder Assessment	Direct Manager Assessment	Overall Score	Competency Level	Self Assessment	Delta
Snr Project Manager	79.0%	64.1%	100.0%	84.6%	87.7%	83.1%	Proficient	76.9%	6.1%
Program Manager	75.0%	84.2%	66.0%	72.0%	92.3%	77.9%	Experienced	83.1%	-5.2%
Project Manager	58.6%	61.9%	105.8%	78.5%	83.1%	77.6%	Experienced	76.9%	0.6%
Jnr Project Manager	47.1%	84.5%	96.0%	78.8%	75.4%	76.4%	Experienced	63.1%	13.3%
Snr Project Manager	57.9%	83.3%	78.0%	68.9%	66.2%	70.8%	Experienced	80.0%	-9.2%
Program Manager	47.1%	58.8%	80.0%	66.7%	78.5%	66.2%	Experienced	78.5%	-12.2%
Jnr Project Manager	39.5%			79.0%	75.4%	64.6%	Experienced	80.0%	-15.4%
Snr Project Manager	40.0%	76.0%	78.0%	70.3%	58.5%	64.5%	Experienced	84.6%	-20.1%
Project Manager	45.7%		71.5%	74.0%	64.6%	64.0%	Experienced	66.2%	-2.2%
Project Manager	35.0%	84.2%	52.0%	55.4%	58.5%	57.0%	Competent	72.3%	-15.3%
Project Manager	47.1%	44.9%	68.0%	68.0%	46.2%	54.8%	Competent	81.5%	-26.7%
Jnr Project Manager	25.0%	50.9%	84.7%	48.0%	27.7%	47.3%	Competent	64.6%	-17.4%
Average	44.1%	67.2%	86.7%	75.7%	67.9%	64.4%	Experienced	75.8%	-8.6%

Role	Scope Management	Risk Management	Financial Management	Behaviours	Processes	Tools
Snr Project Manager	50.0%	33.0%	40.0%	40.0%	50.0%	50.0%
Program Manager	75.0%	100.0%	80.0%	60.0%	100.0%	50.0%
Project Manager	75.0%	100.0%	80.0%	80.0%	100.0%	100.0%
Jnr Project Manager	75.0%	67.0%	40.0%	100.0%	50.0%	0.0%
Snr Project Manager	25.0%	33.0%	60.0%	80.0%	50.0%	50.0%
Program Manager	75.0%	67.0%	60.0%	20.0%	50.0%	0.0%
Jnr Project Manager	25.0%	0.0%	20.0%	60.0%	0.0%	50.0%
Snr Project Manager	50.0%	67.0%	40.0%	40.0%	50.0%	100.0%
Project Manager	50.0%	100.0%	40.0%	0.0%	100.0%	100.0%
Project Manager	25.0%	67.0%	20.0%	60.0%	50.0%	50.0%
Project Manager	75.0%	33.0%	40.0%	40.0%	100.0%	50.0%
Jnr Project Manager	50.0%	33.0%	20.0%	60.0%	100.0%	0.0%
Average	54.2%	58.3%	45.0%	53.3%	66.7%	50.0%

Compile assessments of each resource based on combined analysis of:

- Competency exam against individuals job description
- Evidence review of previous project artefacts such as deliverables/alignment to methodology, adherence to processes
- Review of previous project outcomes such as final: cost, scope, schedule, quality
- Assessments from Direct Manager and key project stakeholders

This produces a general competency level for each individual.

This can be compared against the individuals own self-assessment of their ability.

Project Manager Capability Uplift

Enhancing digital capability to support the increasing scale, complexity and necessity of digital investment



CLP Power, Hong Kong's largest energy provider, have a large investment portfolio >HK$500M p.a., however, were concerned their project management team didn't have the capability or tools needed to effectively deliver a portfolio with significantly growing scale and complexity.

Sia developed a 2-pronged approach; Firstly, completing a 360-degree assessment on the 14-member project manager pool, developing tailored improvement plans and providing CLP with the templates to re-assess the uplift in 6-12 months. Sia also assessed the CLP delivery framework providing a series of recommendations to support PM delivery including: template uplift, benefits management, capacity planning, portfolio tracking and governance, training and recruitment process uplifts to sustain the performance uplift.

CLP has commenced a multi-horizon uplift journey, with the full visibility and oversight of a Portfolio Governance Board. Critical projects are being delivered with effective capacity planning and leveraging quality tools and templates that make the PM role easier and more effective, whilst investment in individual capability uplift and training is ongoing.

Our PM Uplift Experience

CLP

Project Management and IT PMO Capability Review - Evaluated all members of the IT PM pool, taking a 360- degree view looking at knowledge/theory, documentation quality, outcomes, customer feedback, direct manager feedback and self assessment. Developed a series of uplift recommendations and provided templates for CLP to complete a re-assessment in 6-12 months time.

nbn™

Project Management and PMO Capability Review – Performed an end-to-end review of IT project management and PMO capability and practices that encompassed as-is and a roadmap to target state.

Sia stayed on for the planning / prioritisation of the transformation activities arising as a consequence of the review.

superpartners

Project Management and PMO Capability Review – Sia worked with Link on a two-phase assignment to assess the capability of their newly integrated Project Management team and review the capability and effectiveness of the EPMO, resulting in a new EPMO framework and approach.

NSW GOVERNMENT Finance, Services & Innovation

Project Management and PMO Capability Review - Conducted an assessment of their project management pool to evaluate individual competence and identify gaps where individual and, ultimately, enterprise-wide project management enrichment was required.

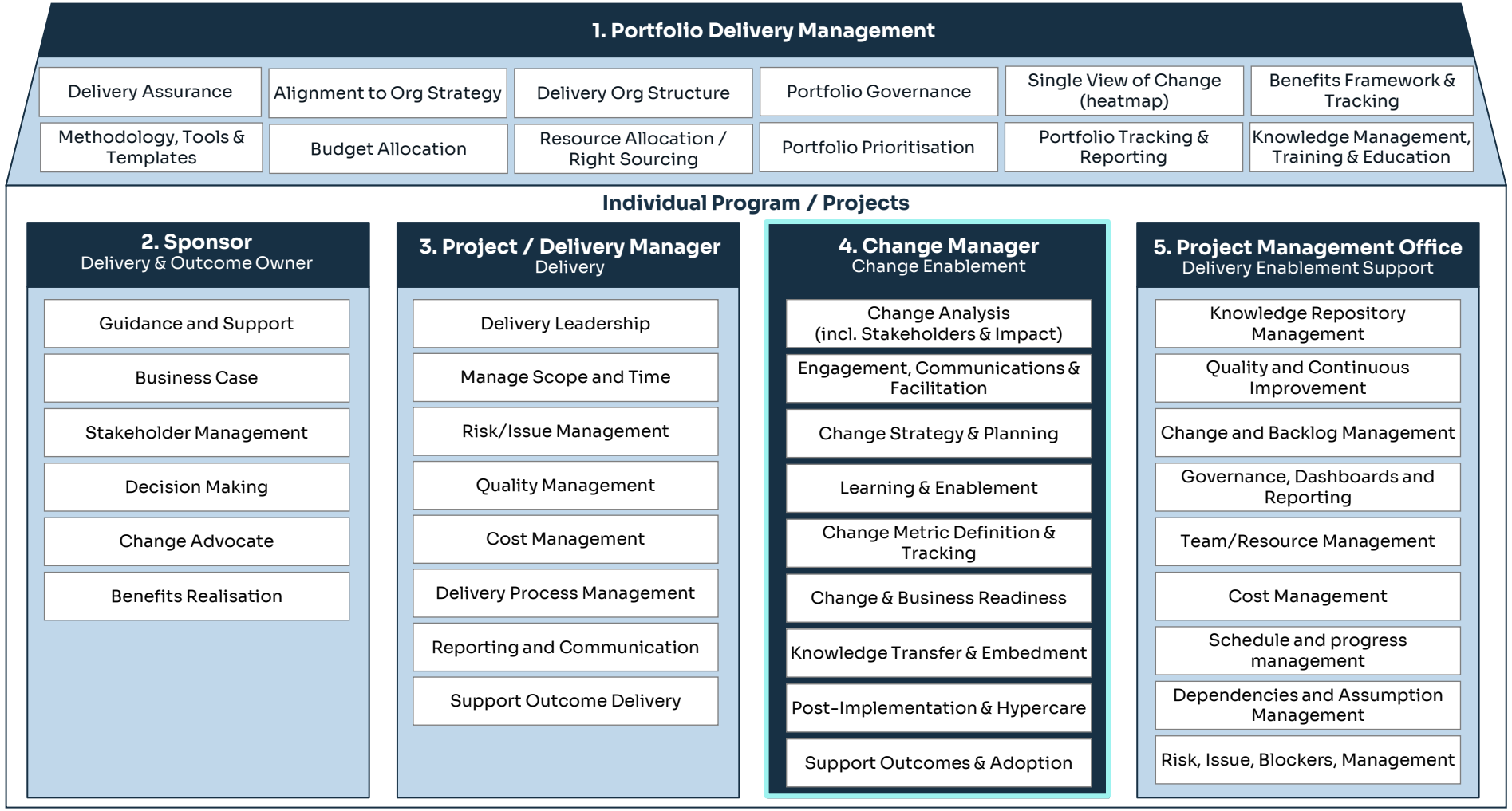
TELSTRA

- Quality assurance program review on project governance for Global Services.
- Review of the quality management framework across the entire portfolio in Telstra.

Change Manager Capability



4. Change Manager Capability



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Change Manager Capability Benchmark

Sia will work with the organisation to develop the organisation's Tiered Target Capability Profile, based on best practice in Change Management, with consideration for the maturity of the Delivery functions (including the framework and delivery approaches).

- Prior to the actual assessment, it's important to create the benchmark for Change Managers at various levels.
- Agree the Change Manager titles/levels. (Identify potential gaps.)
- Align the Tiered Target Capability to individual job descriptions. For a Change Manager, this would look at key disciplines, such as:
  - Analysis
  - Engagement, communications and facilitation
  - Change strategy and planning
  - Learning and enablement
  - Change metric definition and tracking
  - Change and business readiness
  - Knowledge transfer and embedment
  - Post implementation activities

Sample Titles Change Management

Change Analyst
Senior Change Analyst
Change Manager
Senior Change Manager
Portfolio Change Lead
Change Director
Head of Change Management

Sample Competency Levels Change Management

Proficient
Experienced
Competent
Knowledge Only
None
Plus, 'no evidence provided' and 'not applicable' categories

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Change Manager Capability Assessment

Sia has developed a proven process to assess Change Managers' capability and identify areas where capability improvement is required.

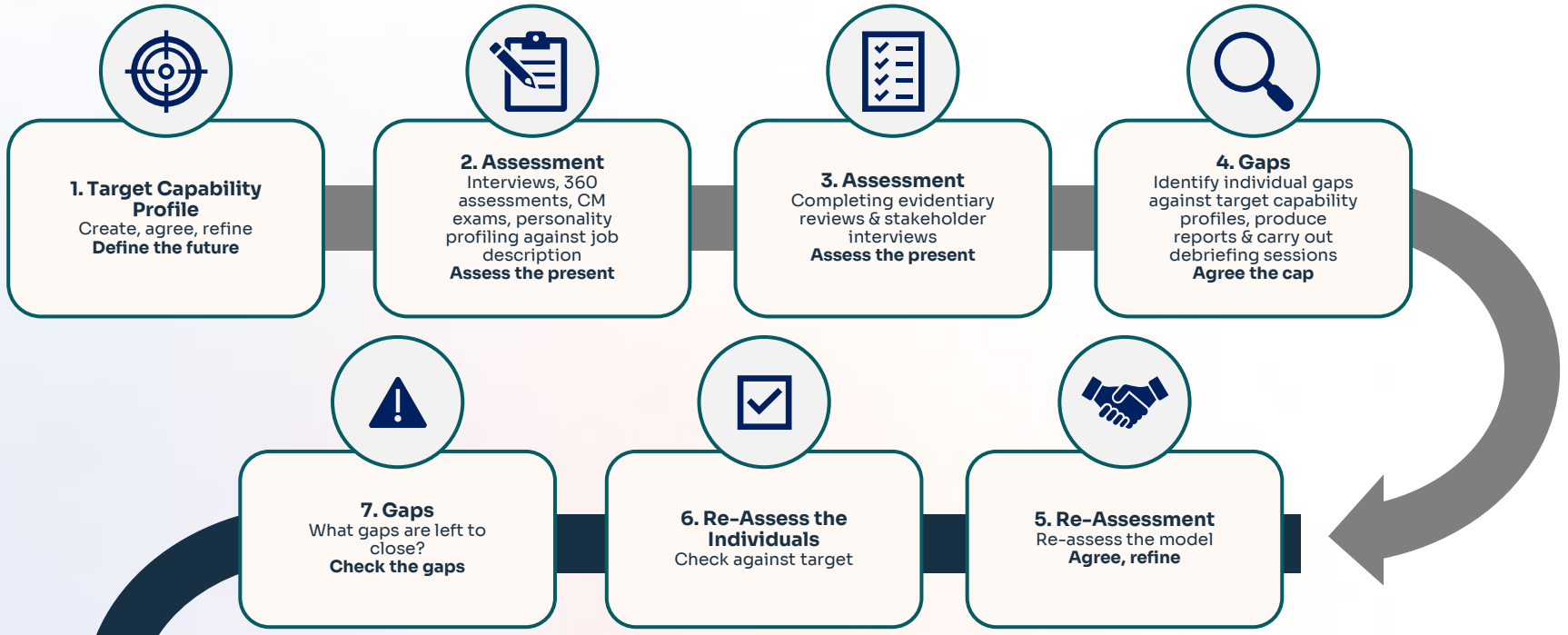
- We follow a six step 360-degree review process for individual assessments covering both knowledge of and ability to execute:

1. Change Management capability exam aligned to each individual's level and job description
2. Evidential review of recent delivery to assess how well this knowledge is applied
3. Review of previously delivered project outcomes
4. Customer (or stakeholder) assessment(s)
5. Direct line manager assessment
6. Self-assessment

- We agree to an individual capability uplift process based on target capability.
  - The CM capability uplift would be performed in seven stages as outlined on the following page. Note that stages five through seven can be carried out at a later date as part of a program of continuous improvement.

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Change Manager Capability Uplift



- This approach will drive a cycle of continual improvement.
- Targets can be raised in subsequent years.
- Clusters of excellence and concern will be identified.
- A continual cycle of gap analysis, assessing and reassessing performance will enable refinement of the underlying capability model.
- This is then fed into the individual development plans and re-assessments carried out when required.

Perspectives at each stage
People - Strong Emphasis
Process - Medium Emphasis
Tools - Medium Emphasis

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Output Examples: Change Manager Assessment

Role	Exam Result	Evidence Review	Project Outcomes	Sponsor/ Stakeholder Assessment	Direct Manager Assessment	Overall Score	Competency Level		Self Assessment	Delta
Change Director	85.0%	64.1%	100.0%	84.6%	87.7%	84.3%	Proficient		77.9%	6.4%
Change Lead	77.0%	84.2%	66.0%	72.0%	92.3%	78.3%	Experienced		83.5%	-5.2%
Change Lead	80.0%	61.9%	105.8%	78.5%	83.1%	81.8%	Experienced		78.0%	3.8%
Change Lead	91.0%	84.5%	76.0%	78.8%	75.4%	81.1%	Experienced		63.1%	18.1%
Senior Change Manag	59.5%	79.3%	78.0%	68.9%	66.2%	70.4%	Experienced		80.0%	-9.6%
Senior Change Manag	48.3%	58.8%	75.0%	66.7%	78.5%	65.4%	Experienced		78.5%	-13.0%
Change Manager	80.0%			79.0%	75.4%	78.1%	Experienced		80.0%	-1.9%
Change Manager	85.0%	76.0%	78.0%	70.3%	65.0%	74.9%	Experienced		84.6%	-9.8%
Senior Change Analys	83.0%		71.5%	74.0%	70.0%	74.6%	Experienced		66.2%	8.5%
Change Analyst	71.0%	84.2%	52.0%	55.4%	58.5%	64.2%	Competent		72.3%	-8.1%
Change Analyst	73.0%	44.9%	68.0%	68.0%	55.0%	61.8%	Competent		81.5%	-19.8%
Change Analyst	68.0%	50.9%	84.7%	48.0%	27.7%	55.9%	Competent		64.6%	-8.8%
Average	44.1%	67.2%	86.7%	75.7%	67.9%	64.4%	Experienced		75.8%	-3.3%
	No Evidence									

We compile assessments of each resource based on combined analysis of:

- Competency exam against individuals job description.
- Evidence review of previous project artefacts such as deliverables/alignment to methodology, adherence to processes.
- Review of previous project outcomes, such as final cost, scope, schedule, quality.
- Assessments from Direct Manager and key project stakeholders.

This produces a general competency level for each individual. This can be compared against the individual's own self-assessment of their ability.

Additional Benefits of Change Management

The Change Management function can drive numerous benefits, enabling the organisation to navigate change and succeed in its future programs. Here is a list of anticipated benefits:

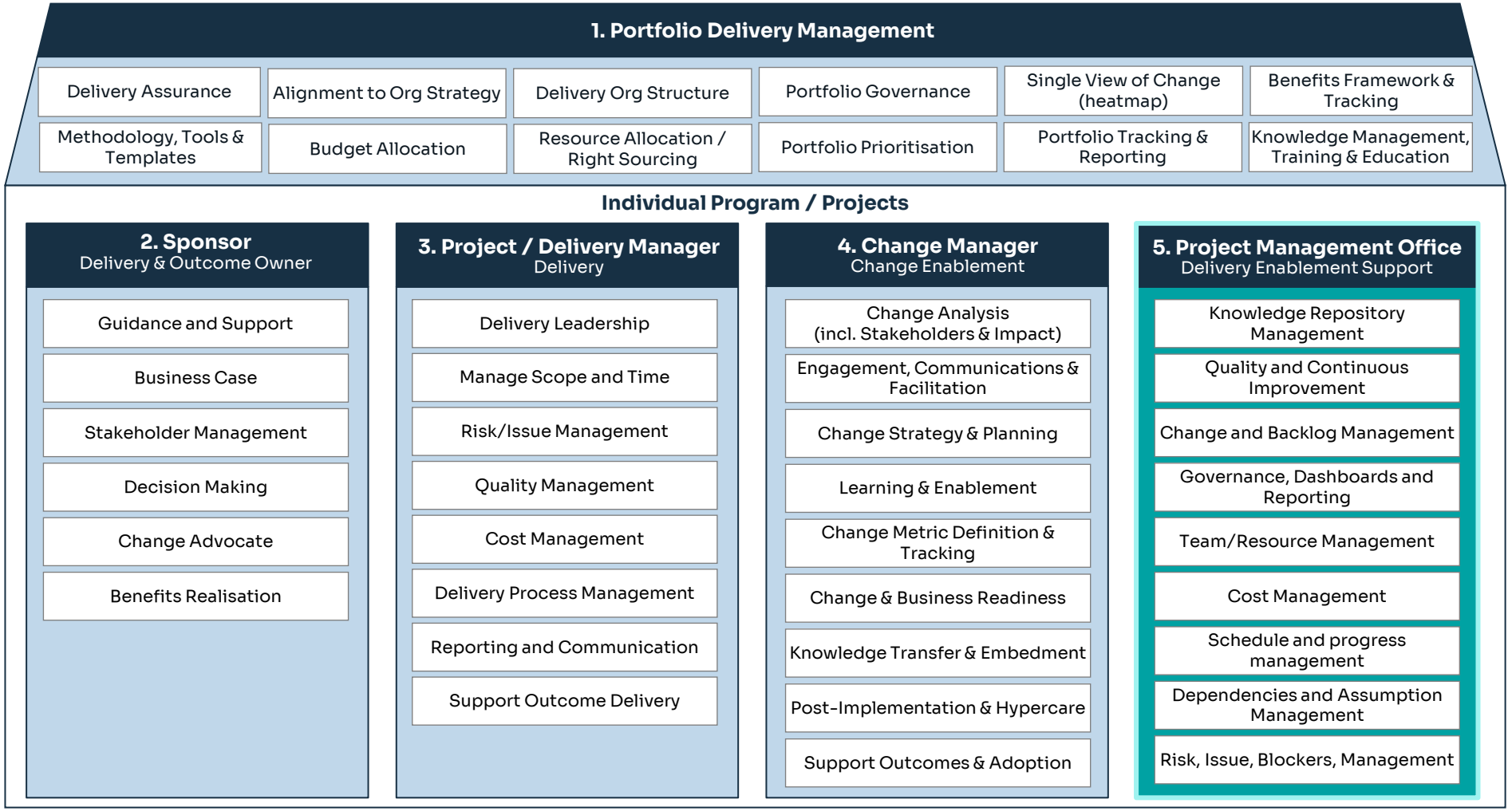
- Change Strategy for the Portfolio
- Alignment across changes
- Change governance structure
- Business readiness assessments
- Improved decision making
- Time savings and reduced duplication of effort
- Knowledge management
- Engagement, communications and learning actions
- Consistent change experience
- Risk and resistance management
- Embedment of changes
- Calendar of changes
- Improved change maturity
- Enhanced job satisfaction of team members
- Improved leadership capability during change
- Measurable results from changes

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Project Management Office Capability

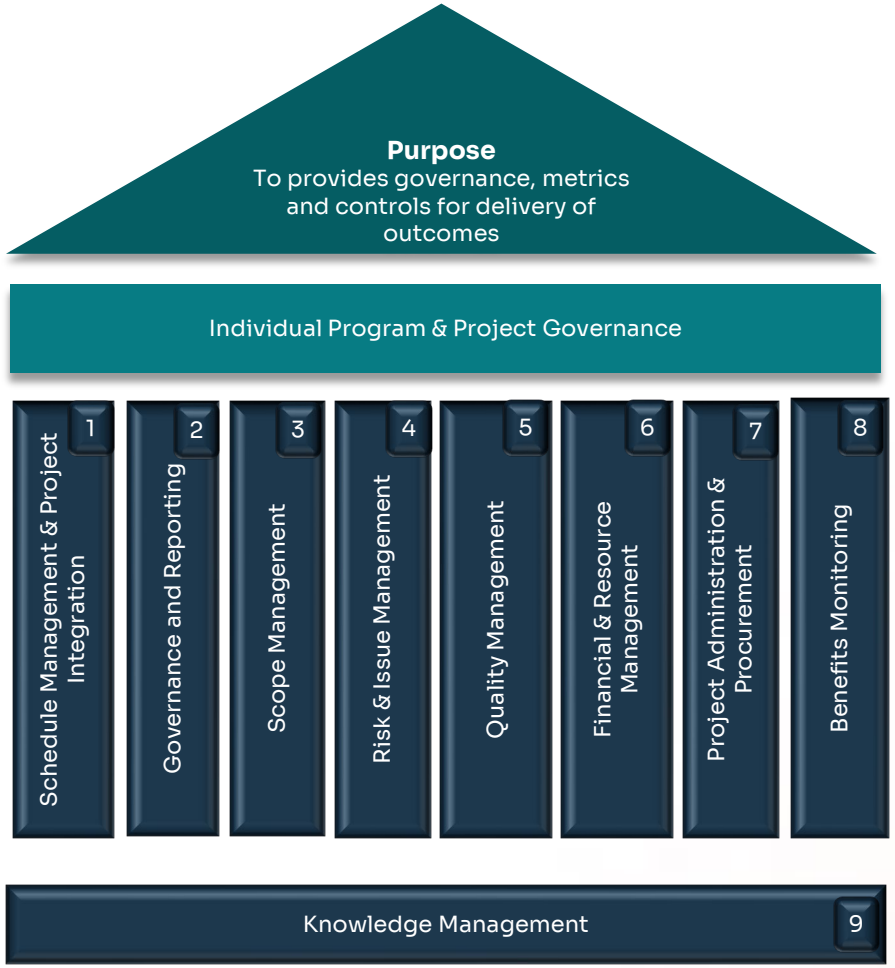


5. Project Management Office (PMO) Capability



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PMO Capability Assessment



Schedule Management & Project Integration ----------Set up and maintenance of schedules. Maintenance and reporting of integration and dependencies with other programs/projects.

Governance & Reporting----------Prepare reports and dashboards for leadership to assist in critical decision making. Facilitate governance bodies for the program and projects.

Scope Management----------Set up and management of the change management process and the change register.

Risk & Issues Management----------Set up and management of all RAID registers.

Quality Management ----------Ensure program/project adherence to standards and agreed methodology. Provide delivery assurance and internal reviews.

Financial & Resource Management ----------Provide program/project estimating, cost baselines, cost control and earned value analysis. Management of budgets and timesheets.

Project Administration and Procurement ----------Provide support for mobilisation and de-mobilisation. Manage contracts and general procurement.

Benefits Monitoring----------Maintain a view of the overall tangible and intangible benefits and monitor realisation.

Knowledge Management ----------Set up and maintenance of all artifacts for the program/project

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PMO Capability Assessment

- Typically, a 4-week exercise for a small agency is required to understand current stakeholder requirements, assess the current state, review options for PMO uplift and create the report including recommendations.

Weeks 1 - 2

Review current state and identify and commence stakeholder meetings

- Review current state PMO services.
- Agree key stakeholders for interview.
- Schedule and commence stakeholder meetings.

Interview key stakeholders

- Complete stakeholder interviews.

Weeks 2 - 4

Review PMO

- Assess breadth, scale and complexity.
- Document current PMO maturity.
- Obtain an understanding of existing support functions.

Scope future state PMO and produce draft report for review

- Identify PMO future options and detail pros and cons associated with options.
- Produce draft review report including recommendations.

Week 4

Finalise Report

- Socialise report.
- Finalise report.
- Produce communication plan for recommended approach.

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Our PMO Capability Review Experience

Conducted a review of the PMO structure and capabilities for a large program in Wealth division. Highlighted and recommended new structure and process improvements.

Performed an end-to-end review of the current governance processes. Delivered uplifted design and implementation roadmap for portfolio governance framework including new tools and templates.

Conducted a review of ABC's Technical Portfolio Office to evaluate the suitability of the processes in place. Identified a number of opportunities for improvement to increase maturity to their desired state.

Conducted a delivery and PMO uplift assessment review and provided a set of recommendations to meet Indue's delivery strategy goal of increasing maturity levels for project management, PMO and delivery for their organisation.

Conducted a review of current practices across QBE's global portfolio. Developed a set of prioritised recommendations and implementable road map for delivery capability and governance transformation.

Performed a review of current frameworks, governance practices and supporting artifacts. Produced recommendations and short/med/long term roadmap to reshape, standardise and uplift delivery practices.

Customer Experience Transformation

Enhancing AGL digital capability and platforms, and deliver an industry leading digital experience for customers



AGL invested $300 million in a Customer Experience Transformation (CXT) program that enhanced their digital capability and platforms, and delivered an industry leading digital experience for customers.

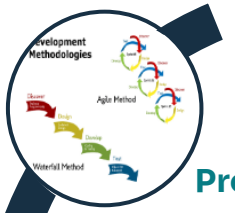
The Sia team was engaged to realign an existing Portfolio Office (Tribe Services) towards SAFe Lean Agile Portfolio Management principles as well as perform the 2IC role for the General Manager Transformation.

Sia provided Tribe Services capability to deliver core Lean Agile Portfolio Management office disciplines to deliver:

- Improved governance reporting in the following areas: portfolio kanban, benefits management and key metrics monitoring
- Portfolio management leadership through regular informal and formal communication.
- Values such as transparency and one team approach to delivery
- Portfolio alignment to business strategy and funding allocation based on a prioritised backlog

Agile Program Delivery Tools

Agile / Traditional Methodology Recommendation



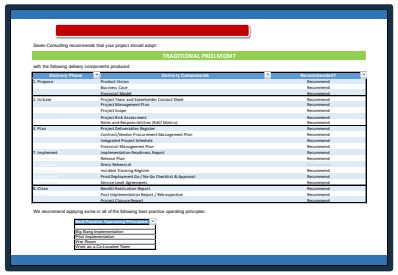
Recommends Delivery Components



Best Operating Principles Recommendation



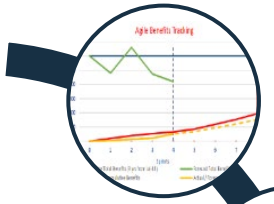
Project Pathfinder Tool



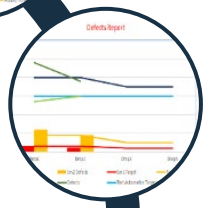
Sia's Project Pathfinder Tool provides guidance on how to tailor your program or project. It offers recommendations on applying Agile or traditional methodology components, adopting operating practices, and preparing artefacts to support successful delivery.

Agile Dashboard

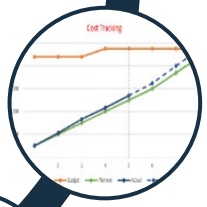




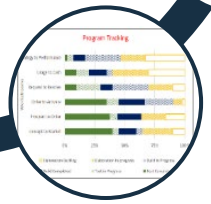
Benefits Tracking



Defects Tracking



Cost Tracking

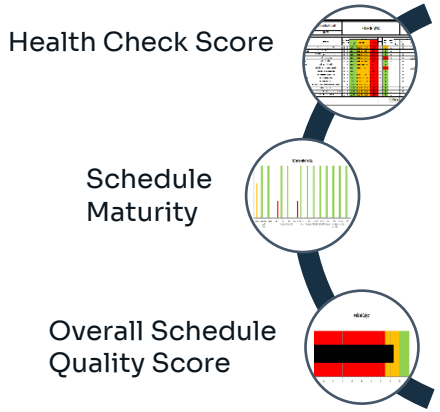


Delivery Tracking

The Agile Dashboard combines multiple reports to provide a 'Dashboard', or snapshot of Agile projects progress. These include Burn-up Chart, Sprint Burn-Up, Cost Tracking, Benefits Tracking and Defect Reports.

C2 - Confidential Client Data

Traditional Program Delivery Tools

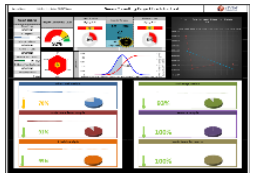


Health Check Tool

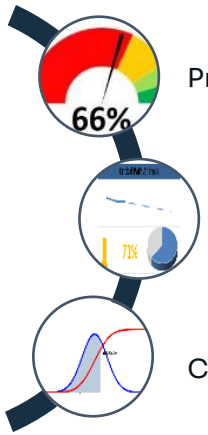


The Schedule Health Check Tool is designed to evaluate the quality, integrity and currency of a project schedule and recommend improvement areas.

Schedule Predictor

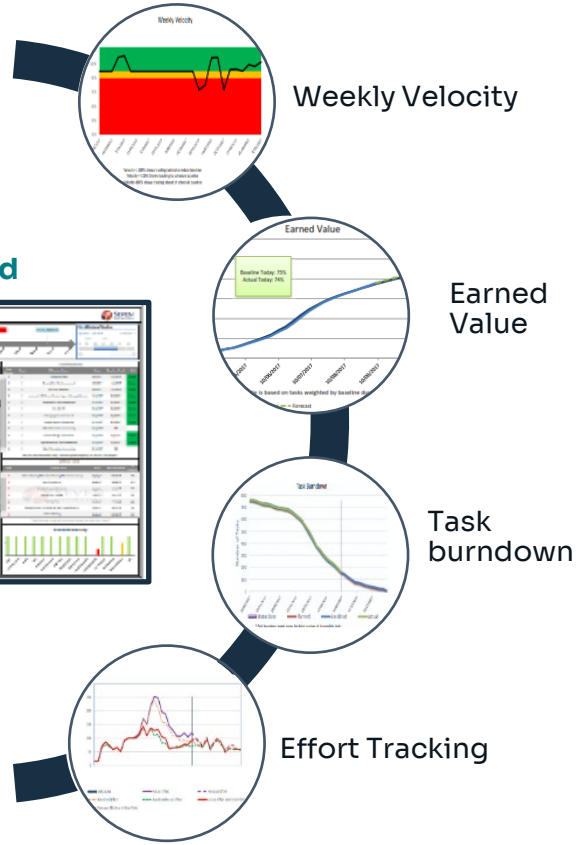


The Schedule Predictor Tool uses advanced algorithms to evaluate the precision of a project forecast date and the Project Manager's expected finish date based on actual performance. It provides a prediction trend line to recommend improvement areas.



Dashboard





The Schedule Dashboard combines multiple reports to provide a 'Dashboard', or snapshot of Agile projects progress. These include Weekly Velocity, Earned Value, Task Burn-down and Effort Tracking.

Improve Project Success Rates with Pathfinder

1. Follow a consistent approach to customising and optimising project delivery based on each project's and organisation's key characteristics.
2. Reduce the level of project management oversights or omissions.
3. Identify delivery approach risks and mitigants.
4. Create a draft schedule in MS Project or JIRA with streams, phases, deliverables, tasks and dependencies.
5. Enable better project outcomes.
6. All in 30 minutes or less.



Visit us for more information:
https://www.sevenconsulting.com/sc-project-pathfinder/

Portfolio Optimisation Tool

Our **Portfolio Optimisation Tool** can be used to prioritise projects, calculate changes to capacity, and reshape your project portfolio while working within configurable constraints like budget, resourcing, environments, and SMEs.

Our tool can also produce graphs displaying projects based on their business priority versus deliverability. These graphs are highly useful for visualising data and facilitating key discussions about projects within your portfolio.



Portfolio Optimisation Tool

PROJECT 7

Our projects so far:

Sia has been giving back to the wider community since 2007, by supporting our team and their families in voluntary projects to assist those who find themselves in need of help.

2007
Sydney
/ Villawood Detention Centre

2008
Sydney
/ South Australian Detention Centre

2011
Sydney
/ Cambodian School Build



2012
Sydney
/ Barnardos Kingston House



2013
Sydney
/ Youth off the Streets



2015
Sydney
/ Jesuit Refugee House – Blaiket
Melbourne
/ Hanover Crisis Centre



2016
Sydney
/ Marian Villa



2017
Melbourne
/ Launch Housing
Manila
/ Cerebral Palsy Foundation



2018
Sydney
/ Erin's Place
Melbourne
/ M.A.D. Woman Foundation
Manila
/ Concordia Children's Services



2019
Sydney
/ Dignity.org.au
Melbourne
/ Avalon Centre
Manila
/ Bahay San Jose – House with No Steps Foundation



2020
– DONATION DRIVE
Project 7 gave back to the community, by donating $104,000 across 29 charities, enabling these organisations to create real change in the lives of those who need it most.

2021 – Mini Project 7
In 2021, Sia continued to acknowledge the importance of fostering a community presence. Sia team members across three cities were able to participate in multiple mini projects throughout the year to fulfill our Project 7 commitment.



2022 – Mini Project 7
Melbourne
/ M.A.D. Woman
The pencil case challenge
Manila
/ Bahay ni Maria and Tahanan ng Pagmamahal



2023 – Mini Project 7
Sydney & Melbourne
/ Clean Up Australia
/ HeartKids
/ M.A.D. Woman
Sydney
/ Balmoral Burn
/ Monika's Rescue
/ Pocket City Farms
Manila
/ Solar Hope
/ JCI Batangas Caballero



2024
Sydney
/ Northern Beaches Women's Shelter
Melbourne
/ Community Housing Limited
Manila
/ Habitat for Humanity Philippines
/ Tanging Yaman Foundation Inc.



2025
Sydney
/ CatholicCare
Melbourne
/ Lighthouse Foundation
Manila
/ A Home for the Angels



2026
Sydney
/ Wesley Mission
Melbourne
/ Lighthouse Foundation
Manila
/ SOS Children's Villages

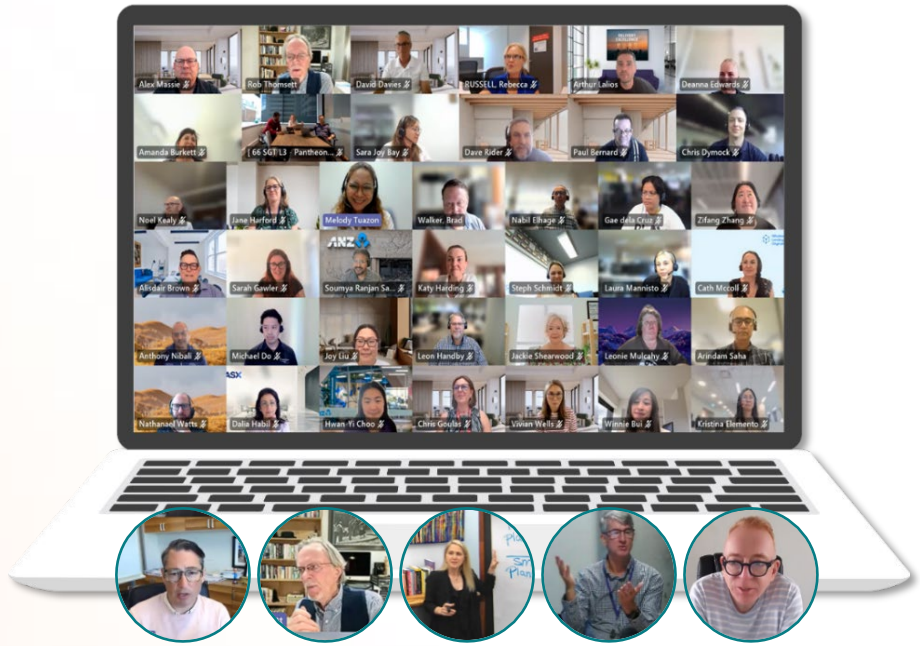


Lunchtime Brown Bag Expert Sessions

Since February 2025, Sia has been providing free monthly expert sessions on a variety of delivery-focused topics. We consistently see attendance at 100+ attendees and feel this is a great way for our delivery community to share learnings and discuss strong practice. We look forward to continuing to provide this value-added activity to our expanding client base.

100+
average attendees

20
brown bag sessions held to date



Here are the upcoming dates, with more to come:

Date	Topic	Presenter
19 November 2026	The Human Side of AI Adoption	Temre Green, PhD
17 December 2026	From Weeks to Minutes: Transforming Financial Services Operations with AI - A Case study on Insurance Underwriting	Mathieu Junker
18 February 2026	Drive Project Success Through Metrics That Matter	Louise Ford

Delivery Summit

The purpose of the Sia annual Delivery Summit is to share our clients' best practices in program and project delivery.
It also serves as a celebration of success, a thank you, a training session, and a networking opportunity for our clients and their selected delivery leads.



Some of the Delivery Summit Speakers include:

John Hunt - CIO & Managing Director of Group Enablement, Woolworths Group; **Jeya Shan** - Director Strategic Projects, CLP Power Hong Kong Limited; **Mick O'Brien** - Managing Director, EQT; **Darren Abbruzzese** - CIO Business Banking and Group Digital, NAB; **Glenn Waterson** - GM Retail Transformation, AGL; **Victoria Jones** - Head of Lending Transformation, ANZ; **Jane Harford** - Former Director of IT, Melbourne Girls Grammar; **Cindy Vandecasteele** - Former General Manager Customer Engagement, Alinta Energy; **Cameron McLean** - Former Chief Technology & Data Officer, GMHBA; **Margaret Wilde** - Program Director, NAB**; Geraldine Chin Moody** - Non-Executive Director & Chair Advisory Board, Directors Australia; **Alice Kunek** – Australian Professional Basketball Player, Sia Opals; **Kristy Wallace** – Australian Professional Basketball Player, Sia Opals

We have achieved an average

68 NPS

6 Delivery Summit

Our Delivery Summit Supporting Organisations

Visit us for more information:
sevenconsulting.com/seven-consulting-delivery-summit

AUSTRALIAN OPALS

Sia is proud to continue as a Major Sponsor of the Australian Women's National Basketball Team, the Australian Opals, currently ranked #5 in the world.

This builds on our ongoing commitment to elite women's sport, continuing our investment with them since 2022.

Our support of women's sport began in 2017 as the first dedicated sponsor of the CommBank Matildas, backing their journey through to the 2023 FIFA Women's World Cup.



Thank you

Sia is a next-generation, global management consulting group—born digital, augmented by data, enhanced by creativity, and driven by responsibility. We partner with clients to resolve challenges and capitalize on opportunities. We believe that in today's world of change and disruption, optimism is a force multiplier.

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SIA

Optimists for change