Confidential © Sia

Sia Change Management

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

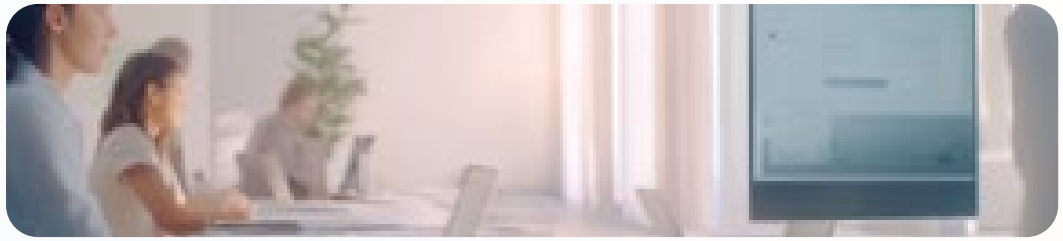
All of our clients are reference sites

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.

C2 - Confidential Client Data

How our values impact our delivery?



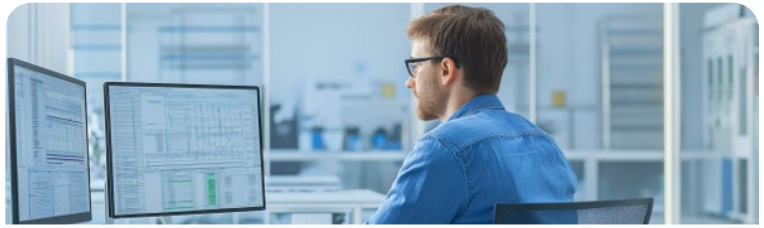
Teamwork

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.

C2 - Confidential Client Data

Change Management Services

End-to-End Change Management

Design, plan, deliver and embed changes as a value-adding function of a project.

- Change Management planning and risk assessment for a business case
- End-to-end Change Management delivery and Change heatmap
- Change readiness assessments

Change Management Advisory

Assess change capability, delivery and functionality. Provide recommendations and a roadmap for uplift.

- Change Management Office build and uplift with maturity assessment
- Change practitioner capability review, recommendations and uplift
- Change Management Program Health Check

C2 - Confidential Client Data

The Value of Change Management

What We Do

Apply best-in-class processes and tools to manage change proactively to realise program benefits.

Our Impact

- Reduce risk and remove obstacles for achieving business outcomes.
- Enhance the connection to and understanding of the changes.
- Measure and track leading indicators to evidence our effectiveness and ensure the program is on track to achieve program benefits.

How We Do It

- Apply organisational behaviour principles to understand stakeholder groups.
- Facilitate workshops and working groups to design effective interventions.
- Engage, communicate and coach across the business to elevate the change journey.
- Close gaps in skills and capabilities through learning activities.
- Develop new operating models and rituals that embed change.

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Case Study for the Value of Change Management

Linking Effective Change Management to Benefits Realisation

Projects deliver change.
Change should deliver business outcomes.

Change Managers strategise to achieve the desired business outcomes from initiation and business case through to go-live and benefits realisation. Effective Change Management is critical to achieve project benefits.

Proficiency, utilisation, adoption and sentiments are four factors that need to be assessed to determine if Change Management was effective and if a project is on track to achieve its benefits.

Benefits have a tangible value that should justify the investment in the project and the organisational change.

Benefits of the project may include improved performance, reduction in costs, increased market share and more.

vicroads

Digital Transformation | Service Delivery Reform Program

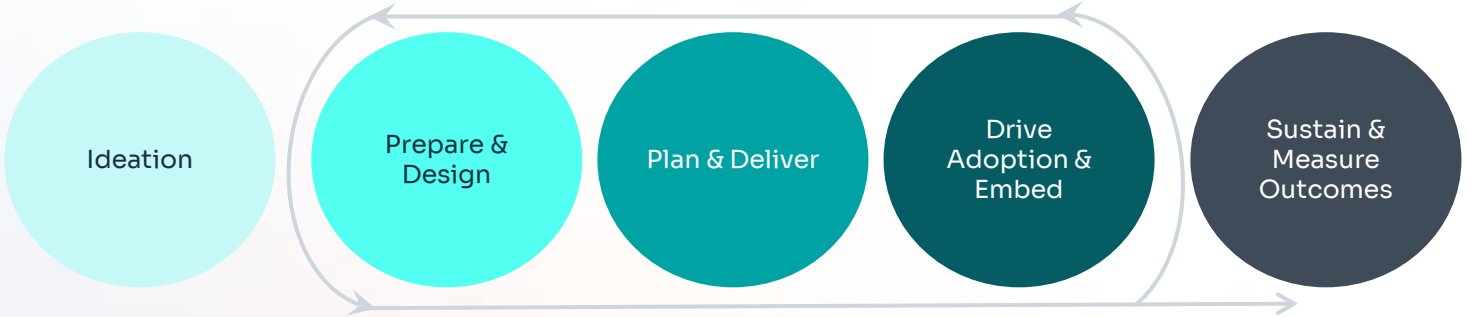
VicRoads was preparing for a $21.5M transformation to their service offering, whereby the organisation was optimising current online transactions and developing new transactions on their website as an improved digital service offering. The goal was to see an increase in customer completion of transactions online with a focus on developing staff to proactively redirect customers to self-serve online.

Our Senior Change Manager undertook a review of the metrics to understand how this change would help VicRoads realise the intended benefits. A Change Impact Assessment was completed to identify the appropriate interventions needed in an Engagement Plan that would uplift staff capability and encourage behaviour change in the Centres. Diverse support materials (e.g. printed cards and QR codes leading to materials in multiple languages) were created and used by Centre staff because standard channels would not work *in the field*. Performance and service measures were put in place to track the effectiveness of the Change Management interventions, which were evidenced by centre concierges re-directing customers to self-serve online, which was captured by the reduced number of tickets per centre. Online transactions continued to trend upward.

VicRoads Operations has taken the Change Management strategies we implemented into BAU processes including the new structures for communicating and engaging staff, new ways of training staff and greater understanding of managing change resistance.

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End-to-End Change Management Framework



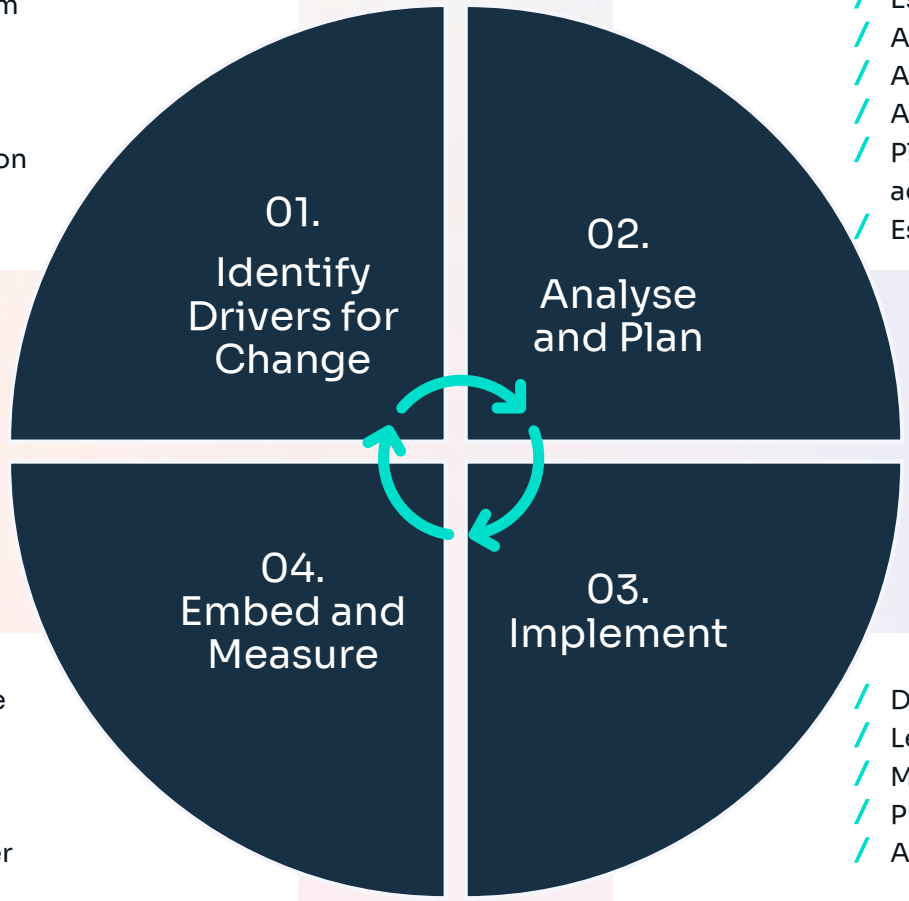
Identify change drivers	Identify, engage & analyse stakeholders	Facilitate & drive co-design of processes	Engage users in testing & feedback	Rollout hypercare	Undertake handover
Assess capability, risks & maturity	Identify & analyse impacts	Build & deliver communication content & actions	Build & deliver learning materials	Enable knowledge transfer	Measure benefits
Propose resources and investment	Design change approach & plan	Facilitate & drive future operating model plans	Rollout plans & assess readiness	Gather performance metrics	Close the program

- Build relationships; Ongoing communication and engagement
- Focus and plan for the desired outcome – the key benefit(s)
- Contribute to RAID, status reporting and quality assurance
- Management of scope, time, quality and cost/benefits
- Change Management resource management and people leadership

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Change Management Approach

- Agree on the problem statement
- Stakeholder map
- Culture scan
- Benefits identification



- Establish sponsorship
- Assess change maturity
- Assess change risks
- Analyse change impacts
- Plan investment and activities
- Establish governance

- Integrate the change into daily work
- Gather performance metrics
- Commence handover

- Drive engagement
- Lead capability uplift
- Measure progress
- Prepare the business
- Assess readiness

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Engage a Change Management Practitioner Early

- Within the context of program delivery, a Change Management practitioner provides value early, typically at the business case (pre-project) phase, which positively shapes the scope, budget and resourcing decisions, the program schedule and overall quality.
- Some of the ways a Change Management practitioner does this:
  - Interview stakeholders to understand what the changes will mean for them and the way they work, as well as to assess the change maturity of the business. Undertake a risk assessment to understand the project's risk profile. This helps to size the effort required to provide accurate resourcing and planning estimates that ensure the project is set up appropriately from the start.
  - Scan for other programs with similar stakeholders and delivery timeframes to propose an approach and schedule that allows the change to be absorbed by the business.
  - Clarify the drivers behind the change and the desired business outcomes so as to identify the metrics or data needed to prove the outcome is achieved. This may need to be built into the solution and be accounted for in budgeting and scheduling.
  - Understand the end users' (or impacted groups') needs from the start to inform the design, testing and launch of the solution so that change is more easily adopted.

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Obstacles and Solutions to Effective Change

Obstacles	Solutions
• Inactive executive sponsorship	• Endorsed sponsor contract and engagement plan
• Lack of clarity of the vision	• Agree on drivers and outcomes
• Toxic culture or politics	• Identify impact and set clear expectations for what's needed
• Limited consultation	• Engage end users in the solution design
• Active and passive resistance	• Build understanding, capability and capacity around change
• Organisation is not change mature	• Introduce and/or uplift change capability
• Little structure or governance applied around the change process	• Apply proven change management methods and practices

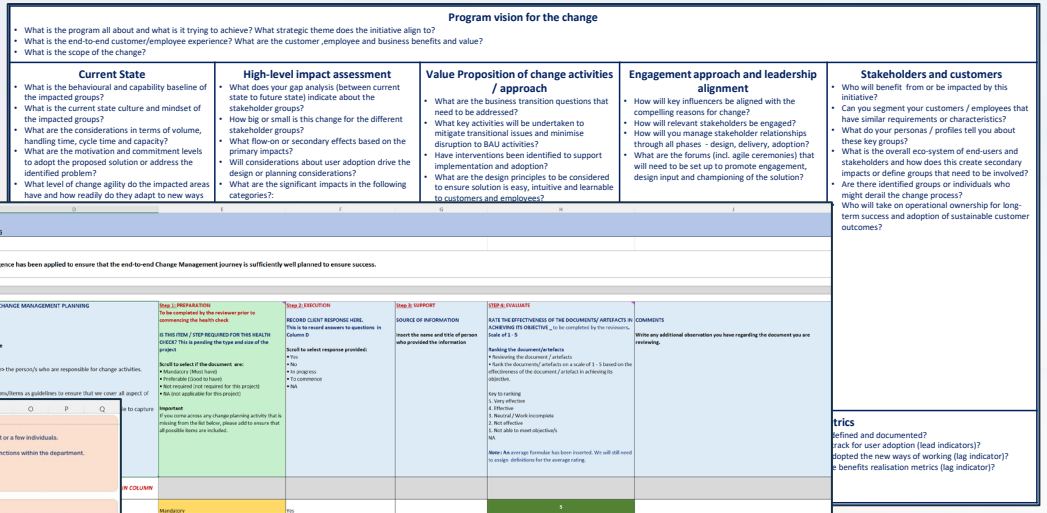
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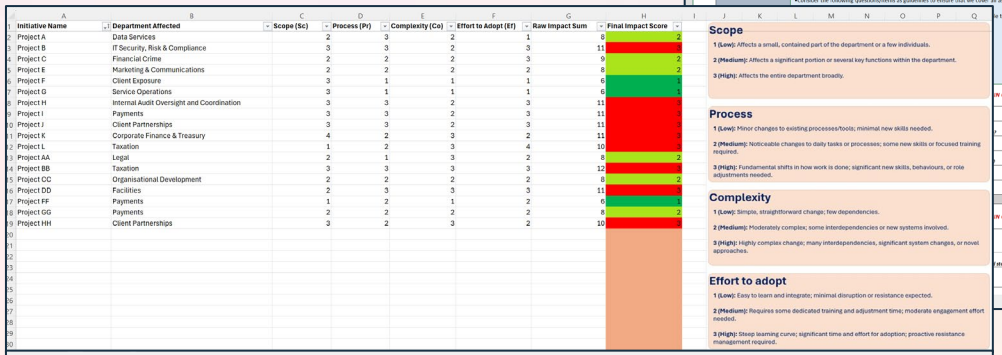
From Our Toolkit...

Change Canvas

Change Health Check

Change Saturation Heatmap





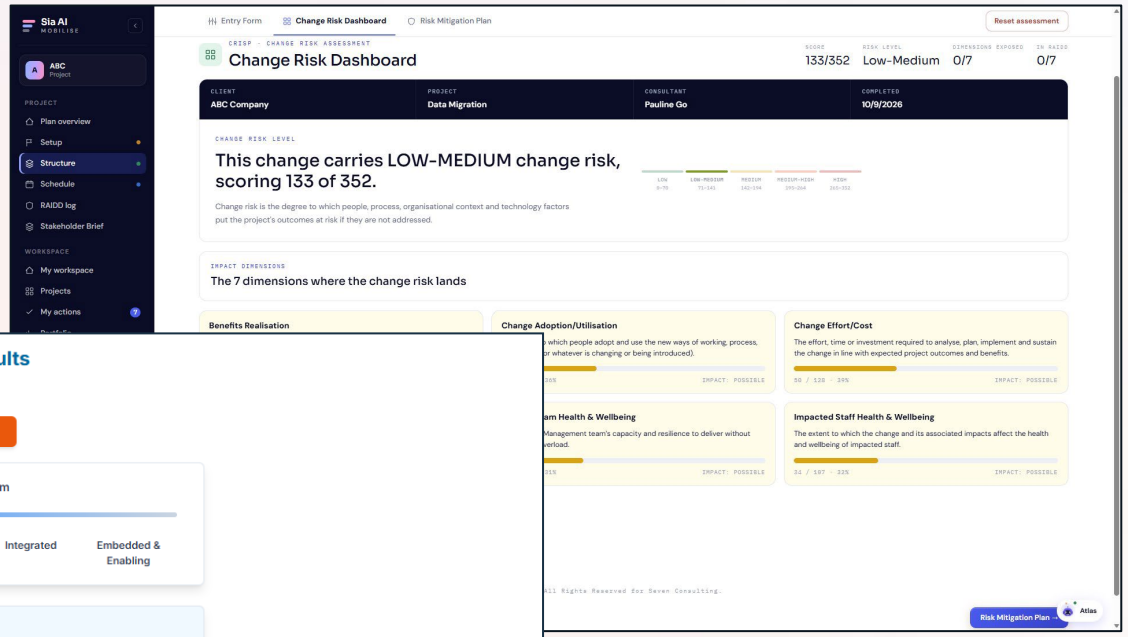
Initiative Name	Department Affected	Scope (Sc)	Process (Pr)	Complexity (Co)	Effort to Adopt (Ef)	Raw Impact Sum	Final Impact Score
Project A	Data Services	2	3	2	1	8	2
Project B	IT Security, Risk & Compliance	3	3	2	3	11	3
Project C	Financial Crime	2	2	2	3	9	2
Project E	Marketing & Communications	2	2	2	2	8	2
Project F	Client Exposure	3	1	1	1	6	1
Project G	Service Operations	3	1	1	1	6	1
Project H	Internal Audit Oversight and Coordination	3	3	2	3	11	3
Project I	Payments	3	3	2	3	11	3
Project J	Client Partnerships	3	3	2	3	11	3
Project K	Corporate Finance & Treasury	4	2	3	2	11	3
Project L	Taxation	1	2	3	4	10	3
Project AA	Legal	2	1	3	2	8	2
Project BB	Taxation	3	3	3	3	12	3
Project CC	Organisational Development	2	2	2	2	8	2
Project DD	Facilities	2	3	3	3	11	3
Project FF	Payments	1	2	1	2	6	1
Project GG	Payments	2	2	2	2	8	2
Project HH	Client Partnerships	3	2	3	2	10	3

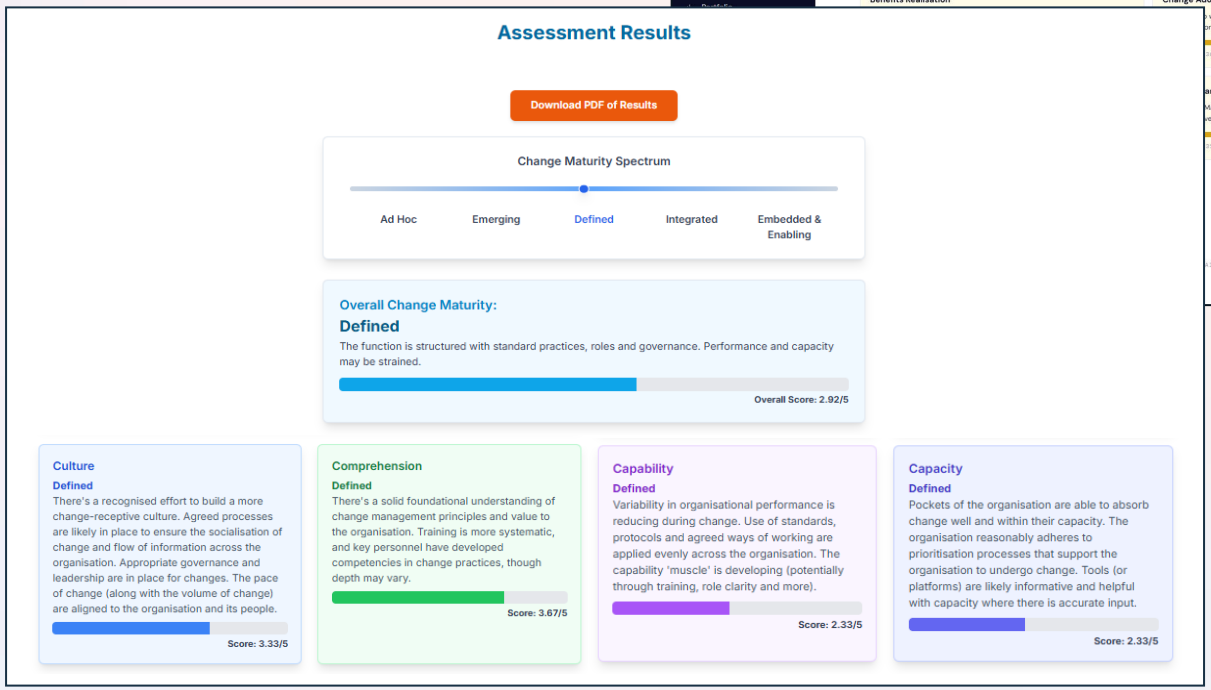
Business Unit	Departments	Jun-2025	Jul-2025	Aug-2025	Sep-2025	Oct-2025	Nov-2025	Dec-2025	Jan-2026	Feb-2026	Mar-2026	Apr-2026	May-2026
Product	Data Services	0	0	3	3	3	0	0	0	0	0	0	0
Technology	IT Security, Risk & Compliance	0	0	3	3	3	0	0	0	0	0	0	0
Product	Financial Crime	2	2	2	2	2	2	0	0	0	0	0	0
Customer Service	Marketing & Communications	0	2	2	2	0	0	0	0	0	0	0	0
Customer Service	Client Exposure	0	0	0	1	1	1	0	0	0	0	0	0
Technology	Service Operations	0	0	0	0	1	1	1	1	0	0	0	0
Risk	Internal Audit Oversight and Coordination	0	0	3	3	3	3	3	0	0	0	0	0
Product	Payments	3	6	6	6	3	0	0	0	0	0	0	0
Customer Service	Client Partnerships	3	3	6	3	3	0	0	0	0	0	0	0
Finance	Corporate Finance & Treasury	0	0	3	3	3	3	3	0	0	0	0	0
Finance	Taxation	0	3	3	3	3	3	3	3	0	0	0	0
Legal & People	Organisational Development	0	0	2	2	2	2	2	2	0	0	0	0
Legal & People	Facilities	3	3	3	3	0	0	0	0	0	0	0	0

From Our Toolkit...

Change & Risk Impact Scoring Platform (CRISP)

Change Maturity





Sia's Offshore Delivery Integrated Model

Our Manila-based team provides offshore Project Delivery, PMO and Change Management services, delivering a seamless client experience and the same high standards, quality and accountability expected from Sia.

Our offshore team members are permanent Sia employees, who are fully integrated into our delivery culture. The team are:

- Recruited, trained and performance-managed to the same standards as our Australian consultants
- Aligned to Australian east-coast business hours
- Actively engaged in Sia's culture through participation in All Hands meetings and regular company communications
- Supported by Sia's delivery tools, templates and methodologies
- Governed by the same quality assurance and professional development frameworks as our Australian team.

This integrated model ensures consistency, accountability and quality regardless of location, enabling us to provide cost-effective Project Delivery, PMO and Change Management services without compromising quality, responsiveness or outcomes.



99.66% Client Satisfaction

Manila team performance 2016 - 2026

98.50% Team Satisfaction

Manila team satisfaction 2018 -2026

Sample of Our Experience



Change Management for Data Migration Program

Driving business and change readiness for CBA's largest data migration, replatforming Omnia to AWS Cloud



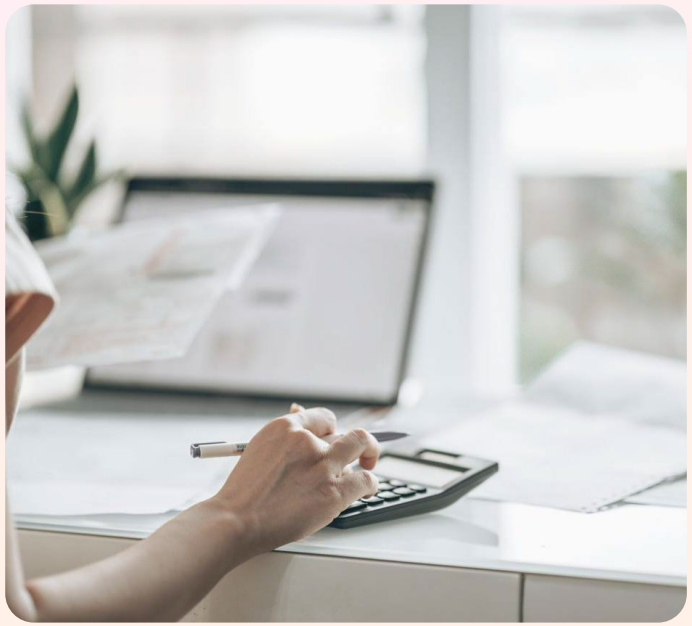
Commonwealth Bank of Australia (CBA) initiated the largest data migration in its history — and in the southern hemisphere — moving over 55 petabytes of data and 60,000+ pipelines from on-premise infrastructure to the AWS Cloud. This foundational shift was essential to support the bank's AI strategy and improve the speed and quality of data-driven decision-making. The program had widespread impact across data teams in all business units, including Retail, Business Banking, Risk, and Financial Services. A phased approach, with several smaller early releases, helped establish trust and momentum with stakeholders ahead of the major migration activities.

Sia's Change Manager led the Organisational Change Management (OCM) stream, partnering with CBA's internal change team to ensure business readiness across all impacted business units. The team delivered a comprehensive change strategy including stakeholder analysis, impact assessments, communication and engagement plans, and facilitated business unit-specific readiness sessions, leadership engagement, and tech domain all-hands forums.

The structured change approach helped build trust, align business units, and secure business unit sign-off for the migration. Regular pulse checks showed significant improvement in stakeholder awareness of the program's objectives, impacts, and post-migration support. This foundation contributed to a smooth transition and enabled CBA to accelerate its data and AI strategy.

Change Management inputs to shape a Business Case

Change Management analysis and strategy for a complex business case



Australian Securities Exchange (ASX) undertook a significant business case development process in 2023 for a multi-year, multi-million-dollar platform change with wide-reaching impacts across the market.

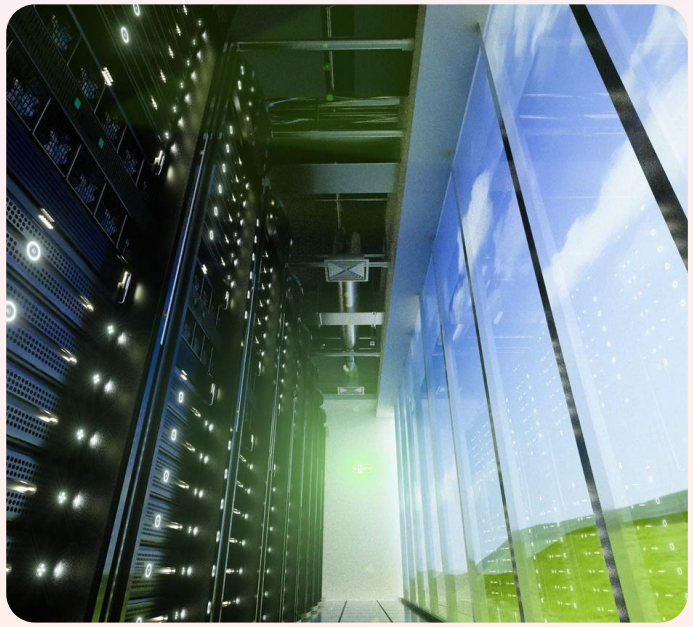
Our Change Management (CM) team shaped the early thinking and CM input for the business case with in-depth consultation with over 15 business groups to understand and analyse the planned changes across people, process, technology and customer lenses. This was used to complete a detailed Change Canvas and Impact Analysis for each business group. Those formed the basis for a Change Strategy and Approach with proposed resourcing, associated cost estimates and a 12-month CM activity plan. All deliverables underwent a rigorous assurance process with minimal findings before being included in the business case.

The CM team also facilitated stakeholder engagement and internal communications to secure business case sign-off at the end of 2023. Our Change Manager is now preparing for Release 1 (2026) and Release 2 (2029).

Change Management planning to support a critical platform rebuild

Change planning and engagement design to build readiness and support adoption of a critical platform rebuild in a major reform program

Department of Climate Change, Energy, the Environment & Water



The Biodiversity Offsets Scheme (BOS) Digital Transformation Program (BOS DTP) is a reform initiative by the Department of Climate Change, Energy, the Environment and Water (DCCEEW) to improve integrity, scalability, and usability of the scheme. Central to this is BOAMS 2.0, a rebuild of the Salesforce-based platform that manages biodiversity stewardship agreements and credit transactions. The new system addresses long-standing pain points, introduces automation, and aims to restore user confidence.

Building on the approved Change Management Strategy for BOS DTP, we delivered a program-level change champion network, a structured communications and engagement plan, and a dedicated SharePoint hub to drive consistent updates across the program. At the BOAMS 2.0 project level, we led the end-to-end Change Management stream for the pilot phase, delivering a detailed stakeholder analysis, change impact assessment, and a comprehensive Change Management plan. Behavioural change elements and the impact of automation were also incorporated, ensuring that both the human and technical aspects of adoption were addressed from the outset.

The BOAMS 2.0 pilot achieved strong engagement with key business users and early signs of improved trust in the platform. Program-level initiatives established a consistent approach to communication and engagement, positioning both the project and program for smoother adoption in future phases.

Sustainable Change Plan

Business case development and change sustainability planning to expand the pilot of a social impact program nationally



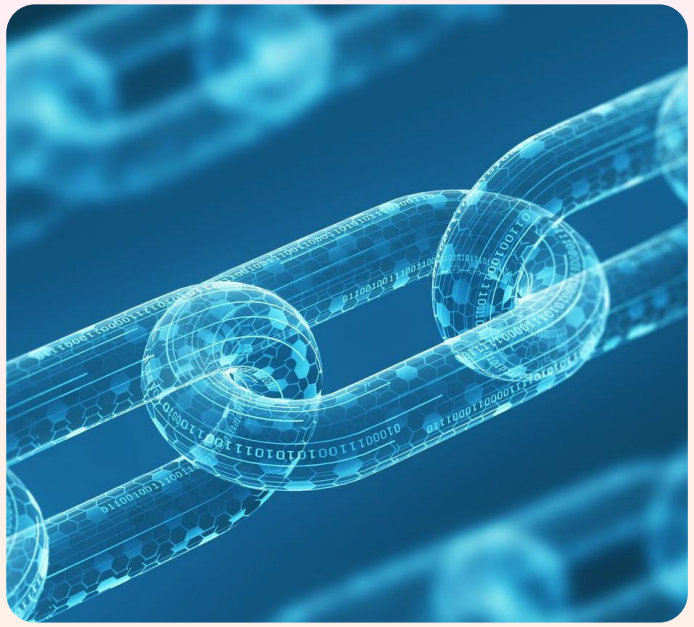
Alinta Energy required a business case for a $6 million investment in their Community Development Initiative. The Energy Saver Program aims to reduce Alinta's hardship customers' energy bills through more efficient appliances. The business case sought approval to expand the appliance offering and operate nationally.

Sia's team collaborated with stakeholders and facilitated workshops to develop the business case, process documentation and a Change Sustainability Plan. The business case used analytical methods to establish an efficient future-state workflow and provide recommendations for the project's next phase. This included weighted scorecards to select partners for the program and a staggered national rollout to mitigate operational strains. The Change Sustainability Plan focused on embedding long-term changes across Alinta Energy's operations while incorporating stakeholder insights, feedback and human-centred design principles.

Sia's Change Manager successfully presented the business case to the executive leadership team, detailing the recommendations on the target operating model, performance measures for continuous improvement, partnerships, resourcing and embedding customer insights into the program through human-centred design. The business case was endorsed for investment and began in 2024.

Change Management Health Check for HR Transformation

Independent review and recommendations to strengthen Change Management delivery for Regis' HR Transformation



Regis was delivering a substantial HR platform transformation focused on payroll and rostering to enable greater digitalisation, modernisation and cost optimisation. The program was partway through its delivery when Sia was engaged to conduct an independent in-flight Health Check and make recommendations to course-correct towards successful delivery of agreed outcomes. The scope of work included a review of the Change Management planning and activities.

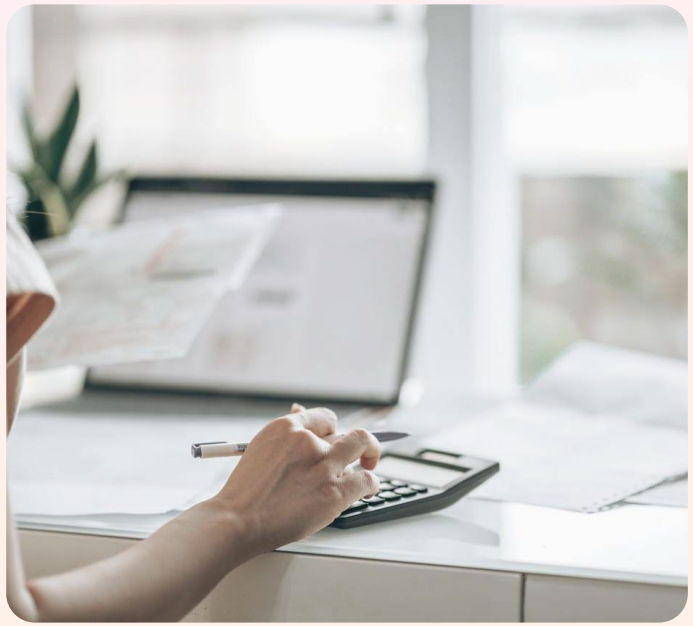
Our Senior Change Manager applied our CM Health Check tool to assess and evaluate three aspects of managing change: planning, artefacts and culture. A series of one-on-one interviews were conducted with key stakeholders, sponsors and the existing Change Management team. An extensive review of available artefacts was conducted to determine quality and appropriateness.

A report highlighting strengths and recommendations were presented to the project Steering Committee, sponsors and the Change Management team. Recommendations were included in the wider list of action items prepared by the Sia Project Review team for implementation by Regis' project team.

Change Management for the IT PMO Uplift, New Ways of Working and the new Agile@Post Framework

Change Management and Implementation Plan to uplift ways of working

Australia Post



Australia Post's Technology Delivery Services business unit was challenged by inconsistent Project Management practices, fragmented reporting, and limited risk visibility, which affected timely decision-making and effective governance. Agile teams also experienced inconsistent practices, governance gaps and varied levels of maturity that reduced predictability, efficiency and collaboration.

Our Senior Change Manager led a comprehensive approach, partnering closely with leadership to embed consistent project controls, raise awareness of the Agile@Post Framework, and make Project Communities of Practice more engaging and self-sustaining. Activities included tailored stakeholder engagement, mobilisation of champions, targeted training sessions, interactive workshops, and the development of user-friendly resources to ensure adoption and continuous improvement.

Along with the Sia team, our Senior Change Manager enabled consistent project delivery and Agile practices, contributed to centralised resources and capability uplift, and improved risk management and governance.

Supporting Transition to a New Operating Model

Planning and facilitation to support HR in delivering a new operating model and organisational restructure

Elanor Investors Group



Elanor Investors Group was preparing to implement a new operating model and organisational restructure to deliver consistency and efficiency through a shared cross-sector resource pool. The change aimed to align the structure with business growth priorities and foster a high-performing culture.

Our Senior Change Manager partnered with the Head of HR and executive stakeholders to clarify the changes and their drivers. Stakeholder interviews and workshops identified the type and level of impact. This informed the Change Management Plan. Following initial announcements and in preparation for the transition, our Change team facilitated seven workshops on the new operating model, process improvement and team building.

The Change Management Plan was endorsed by Elanor's Executive Management Committee. The facilitated workshops achieved the goal of creating team readiness for the transition with 11 out of 11 critical readiness areas met. Working groups were established to sustain the ongoing internal change efforts needed to realise the benefits of the new operating model and structure.

Digital Services Division IT PMO Uplift and Change Management

Uplifting the IT PMO and Improving Stakeholder Satisfaction through Effective Change Management

Australian Government
Department of Employment and Workplace Relations



The Digital Solutions Division (DSD) delivers a range of projects and programs that support policy outcomes for the Department of Employment and Workplace Relations (DEWR), the Department of Education and other government agencies. Due to DSD's unprecedented growth at the time, leaders at the DSD identified the need to scale and mature their approach to portfolio and program governance and oversight.

Sia was engaged to provide portfolio management services and work as part of the DSD IT PMO to uplift the portfolio and program governance processes. Our team implemented eight major changes plus enabling activities to enhance governance, visibility and accountability across the portfolio. As part of this work, our Change Management team (1) designed an engagement approach that focused on co-design and collaboration, (2) developed the DSD IT PMO value proposition for the PMO team to apply with their stakeholders, and (3) rolled out a learning program for the IT PMO and the Delivery teams.

The Change Management team tracked leading indicators to monitor the effectiveness of the engagement, communication and learning activities. Two key outcomes were that the Sia team helped DSD increase stakeholder satisfaction from 65% in August 2024 to 70% in April 2025, and we further increased IT PMO team satisfaction from 75% in October 2024 to 88% in April 2025. These improvements reflected the tangible benefits of a co-designed approach, strong stakeholder engagement and targeted capability uplift.

Improve Project Success Rates with Pathfinder

1. Follow a consistent approach to customise and optimise project delivery based 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.

All in 30 minutes or less.

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



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

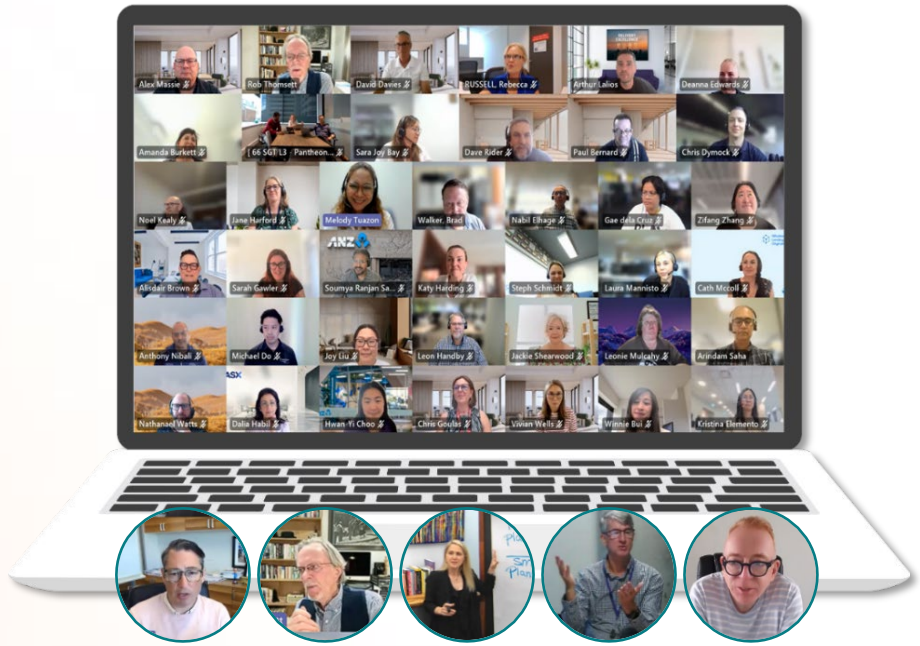


Lunchtime Brown Bag Expert Sessions

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