

CORPORATE REFORM

Seeing what's real, not just reflections...

Bid Advisory and Grant Management Services



Release

Growth & Delivery Partner

November 2025

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Acknowledgement

I'd like to begin by acknowledging the Traditional Owners of the land on which we live and work. I would also like to pay my respects to Elders past, present and emerging.

In Aboriginal and Torres Strait Islander cultures, the meaning of Country is more than just ownership or connection to land, as Professor Mick Dodson explains:

"When we talk about traditional 'Country'...we mean something beyond the dictionary definition of the word. For Aboriginal Australians...we might mean homeland, or tribal or clan area and we might mean more than just a place on the map. For us, Country is a word for all the values, places, resources, stories and cultural obligations associated with that area and its features. It describes the entirety of our ancestral domains. While they may all no longer necessarily be the title-holders to land, Aboriginal and Torres Strait Islander Australians are still connected to the Country of their ancestors and most consider themselves the custodians or caretakers of their land."



CORPORATE REFORM

CONTENT	PAGE
About Corporate Reform	4
Our Public and Private sector experience	7
Bid Advisory and Grant Management Services	11
Bid Advisory	12
Grant Management	16
Our Partnering Approach	20
Our Leadership Team	22
Our Broader Product and Services Suite	24
Strategy and Transformation	25
Procurement & Supply Chain	29
Infrastructure Procurement and Asset Lifecycle Management	34
Program & Portfolio Management and Commercial Transaction Support	38
Sustainability & Governance and Management Operating Systems	40
Technology Interface and Data, Analytics & Dashboards	44
Key Contacts	49

CORPORATE REFORM

About Corporate Reform



CORPORATE REFORM

Overview – Who we are

CORPORATE REFORM focuses on helping organisations build capability, deliver operational efficiencies and embedding the mechanisms that enable the achievement of sustainable outcomes. CORPORATE REFORM is lead by two directors who have each over 30 years experience in business in Australia and internationally.

CORPORATE REFORM'S leadership team have worked across a broad industry spectrum which includes Aerospace & Aviation; Financial Services (Banking & Insurance); FMCG; Health; Higher Education; Infrastructure; Manufacturing; Not-for-Profit; Government (Local, State & Commonwealth); and Utilities (Power & Water).

Many of the organisations Corporate Reform has worked with over the last 20 years operate in heavily regulated environments.



CORPORATE REFORM

Our Expertise

STRATEGY & TRANSFORMATION

Our team is able to support, or design the high-level, long-term approaches and frameworks necessary to achieve an organisation's ambition and future direction; to achieve its goals, and maintain or build competitive advantage. Our team takes a human-centered, interdisciplinary approach that seeks to create desirable and sustainable changes in the organisation and its culture. They design the key elements, articulate the case for change and develop the roadmap for the change.

SUSTAINABILITY & GOVERNANCE

Rapid changes in business, technology and regulatory environments result in organisations continuously challenging their sustainability and governance efforts. We work with management and Boards to develop sustainable frameworks. The impacts delivered beyond simply the financial. We are also able to support the implementation of major regulatory, legislative and accounting standard changes.

TECHNOLOGY AND DATA

Our team is able to provide support to organisations on their digital change journey. What we are able to provide is the business' voice, thus, its perspective and needs. Our team acts as the interface between the business and the technology delivery partner. We can provide an unbiased assessment of the proposed technology solution from the business' perspective.

PROCUREMENT & SUPPLY CHAIN

Bringing procurement and supply chain to the next frontier of purpose, partnering and performance which goes far beyond cost reduction. Corporate Reform helps clients drive and achieve value through efficiency, innovation, risk management and sustainability. This covers the end-to-end aspects of a supply chain – category management, strategic sourcing, supplier relationship management, contract lifecycle management, inventory and warehouse management and procure-to-pay.

PROGRAM AND PORTFOLIO MANAGEMENT

Our team are all highly experienced project professionals. Our experience is biased toward asset intensive and infrastructure focused organisations. Our team is able to support projects across their lifecycle from concept, through initiation, planning and procurement through to delivery and post implementation reviews and part of the project close-out. This includes capital planning, project development, value planning and engineering, business cases, bid advisory, and project evaluations.

INFRASTRUCTURE AND ASSET MANAGEMENT

Our team is able to support throughout the infrastructure lifecycle from project business case and funding request development, procurement strategies and preferred delivery plans contract and commercial models, social and sustainability plans through to asset disposal. We are also able to support the in-life requirements through extensive procurement and supply chain experience.

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Our Public and Private sector
experience



CORPORATE REFORM

We have deep experience and expertise across Public and Private industry sectors



CORPORATE REFORM

Government and Private Sector Experience

Our team has a unique blend of Public and Private Sector experience combined with to access our specialist teams that can leverage project specific IP and methodologies.



GOVERNMENT AND PRIVATE SECTOR EXPERIENCE

- We have deep experience and expertise in delivering programs and projects across all levels and jurisdictions of government.
- We understand Private Sector challenges about doing more with the same or less and compliance requirements particularly when dealing with governments.



SPECIALIST FRAMEWORK AND TECHNICAL WRITING TEAM

- We have a specialist Frameworks team that has delivered a wide range of projects
- One of our leadership team is a CIPS accredited trainer which incorporated the design and delivery
- Our team has access to State specific SMEs.



LEVERAGE EXISTING IP AND METHODOLOGIES

- We can leverage existing frameworks designed for the Public Sector
- We have a proven methodology in assessing procurement practices and capabilities, and in designing training programs and material.



ADDITIONAL VALUE FOR MONEY

- Partner led approach with an absolute commitment to value delivery
- Our broad sector and commercial experience is underpinned by broader skillsets that cover research; innovation; operating model design; strategy, revenue growth; transformation, business improvement, governance and change



CONFLICT FREE AND HIGH COLLABORATION

- Providing a great client experience is equally important to us as proving a great client outcome
- We value solution and outcome-based thinking above bias ways of thinking
- We deal with project challenges positively.

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Sector Experience

Our team can help organisations respond to the domestic and global challenges facing the infrastructure and utilities sectors.

Sector Challenges

- Growing population and increase in urban densification is placing growing demand on aging infrastructure assets, complicated by local and global supply chain volatility.
- Rising costs and higher expectations which may be realised in a revision Pricing Frameworks requiring savings within organisations.
- Emerging environmental concern areas (PFAS, diffused pollution sources, ESG compliance), combined with need to be more sustainable.
- Increased community/customer expectations on sustainability with pressure to boost renewable assets and reduce emissions.
- The regulatory landscape is shifting leading to increased regulatory pressure, particularly in the energy and water sectors.
- Unpresented period of transformation with a focus on customer and technology.

The Team has observed

- Large scale transformations becoming more dominant across the sector, with a focus on:
 - Organisational positioning and outcomes
 - Technology enablement and uplift
 - Efficiency being driven across a more integrated value chain.
- Organisations moving to more modern and collaborative infrastructure delivery methods.
- Greater focus on data and analytics, and better use of technology.
- Higher levels of requirements focused on compliance – Safety, reliability, sustainability, commercial outcomes
- Organisations being proactive to ESG & MDS requirements and maintaining ethical supply chains.
- Climate variability placing additional pressures on scarce resources

How the team are supporting utility clients

- Infrastructure major projects, minor works programs and bid responses.
- Renewable energy infrastructure programs.
- Complex category management and sourcing projects.
- Procurement and Supply Chain transformation programs.
- Technology transformation programs.
- Procurement and Supply Chain analytics dashboards.
- Supply Chain Operation Excellence programs.
- Organisational & Functional Area Maturity Assessments, Supplier Financial Assessments, Risk Management, ESG Assessments, MDS Assessments & Initiation.

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Seeing what's real, not just reflections...

Bid Advisory and Grant Management Services

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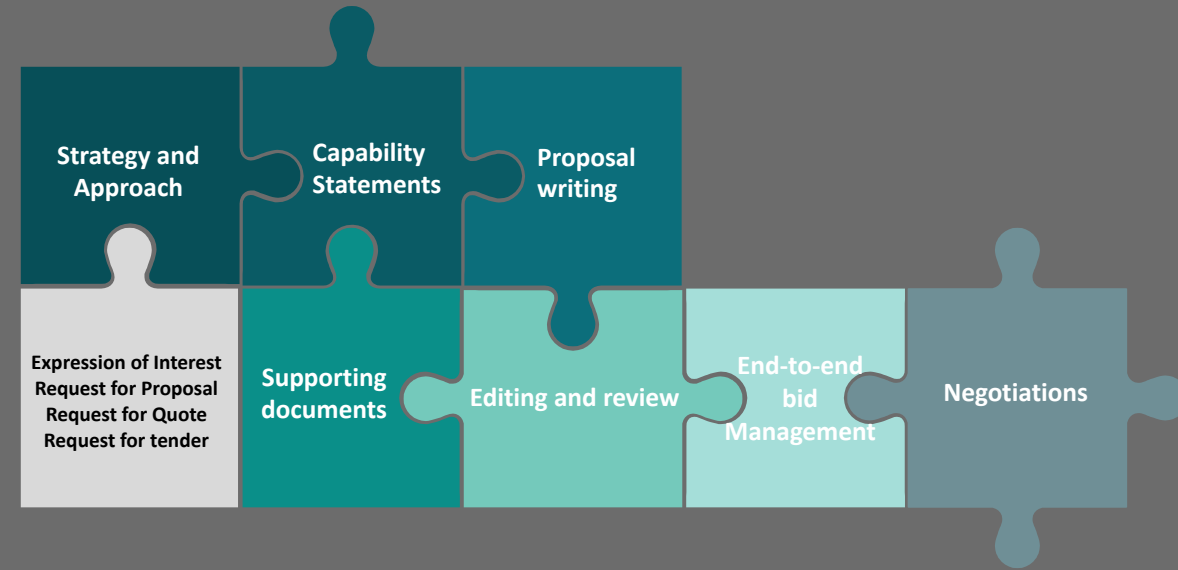
Bid Advisory Services

Our team is able to support organisations through the response development process, from initial strategy and planning to submission and negotiations as required.

Our framework encompasses a wide range of activities, including developing the response or bid approach, analysing client needs, wants and requirements, preparing financial models, and ensuring compliance. In essence, managing the complete bid lifecycle.

Our goal is to increase the chances of success by presenting the strongest possible proposal.

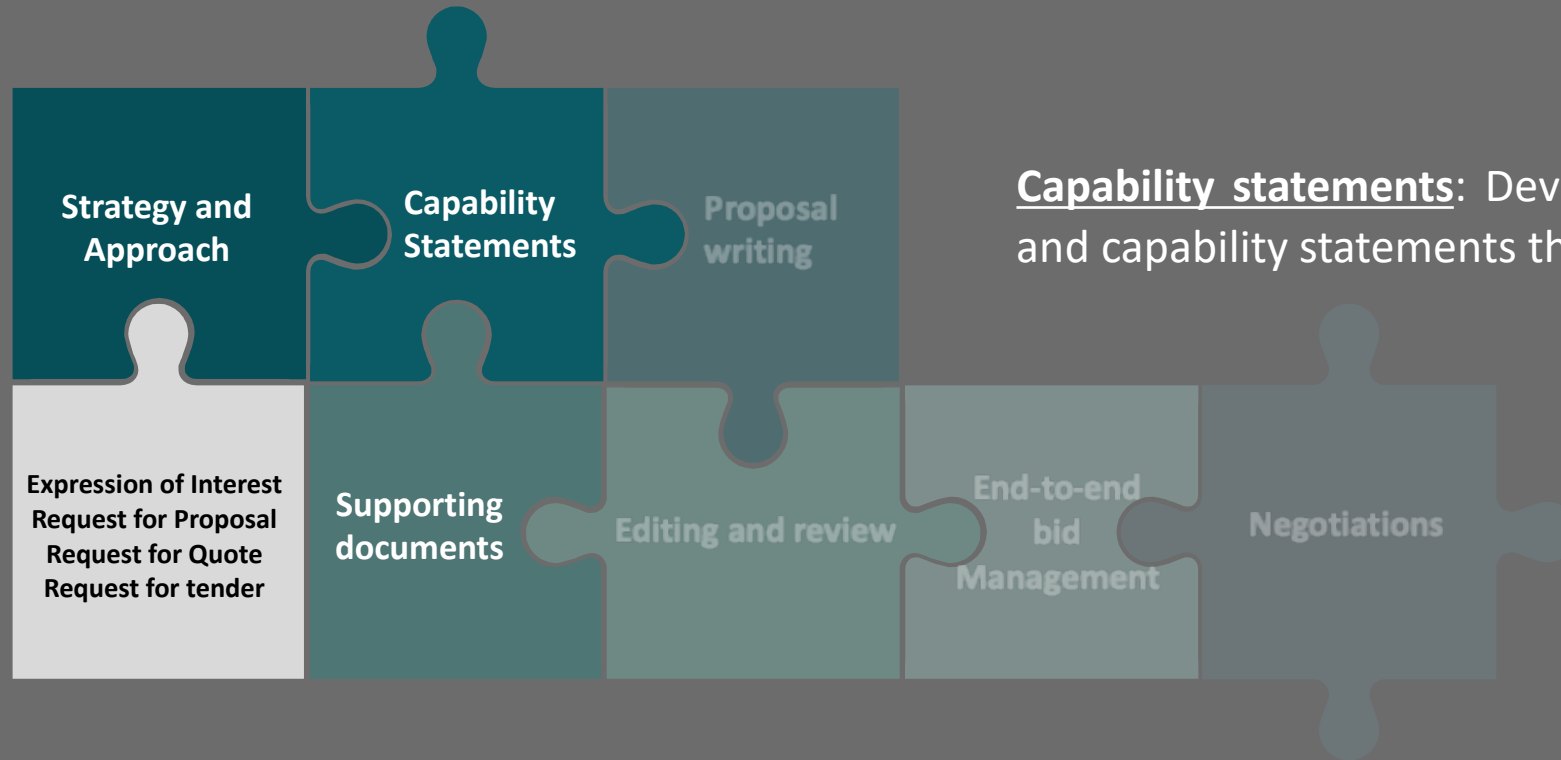
We are also able to conduct evaluation of proposals to ensure completeness, accuracy, compliance, and alignment with requirements and objectives contained in the organisation's market approach. When conducting the evaluation, we will highlight areas for remediation as we review, then, at the conclusion, prepare a comprehensive evaluation report and supporting recommendations.



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Strategy and Capability

Bid strategy and approach: Develop winning strategies that promotes an organisation unique win themes and are aligned with tender requirements and what evaluators are looking for.



Capability statements: Develop professional company profiles and capability statements that highlight your strengths.

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Proposal development

Proposal writing: Draft compelling and persuasive proposals that clearly communicate your solution and value proposition.



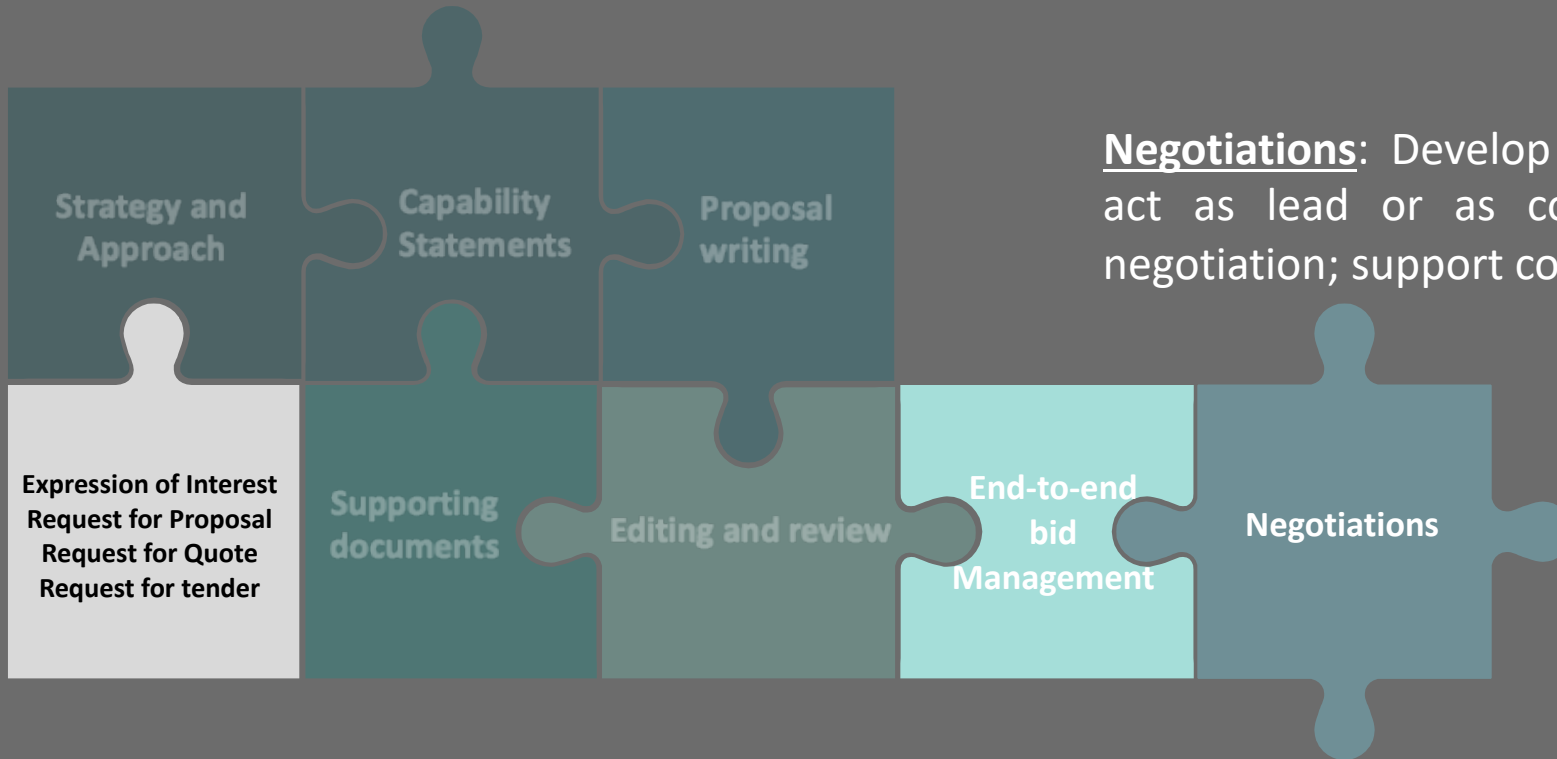
Supporting documents: Create necessary supporting documents, such as safety, environmental, quality, and risk management plans. This can also include market assessment and preliminary commodity sourcing to support effective commercial models.

Editing and review: Provide a second opinion on your drafts to ensure they are error-free, professional, and meet all requirements.

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End-to-End Management

End-to-end bid management: Handle the entire proposal lifecycle, from initial planning and writing to final submission.



Negotiations: Develop strategic and competitive approaches; act as lead or as core support for the duration of the negotiation; support contract finalisation.

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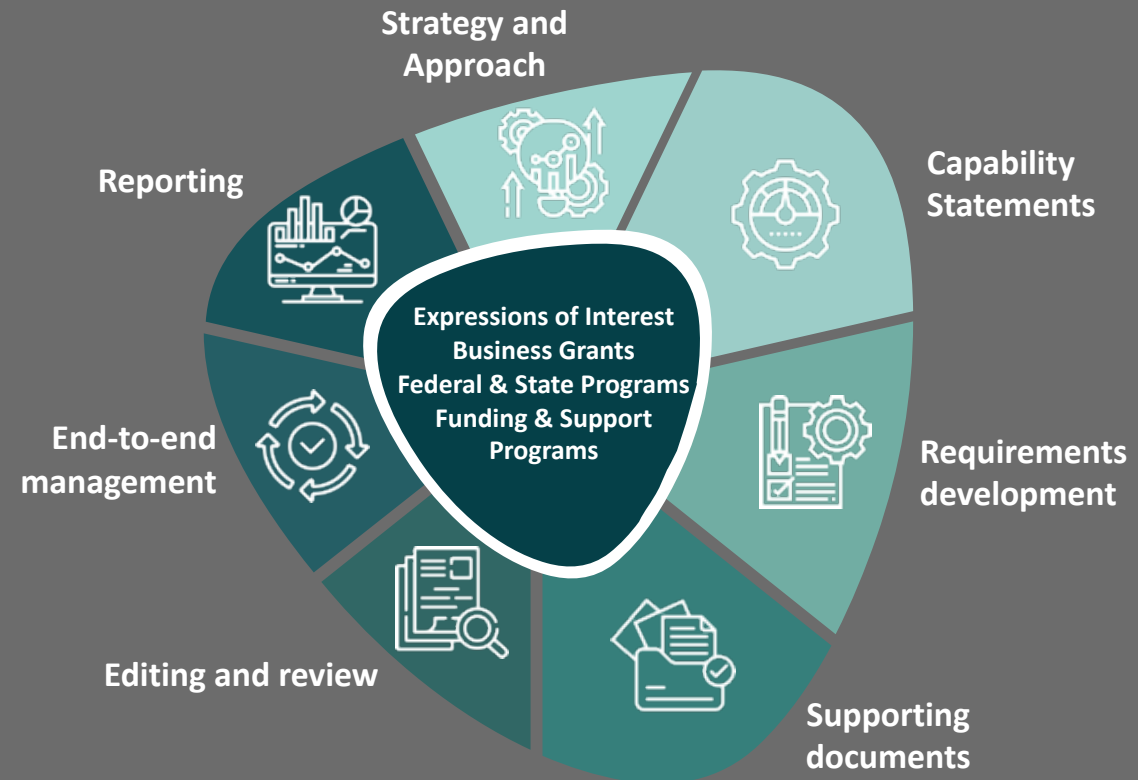
Grant Management Services

Our team is able to support organisations through the response development process, from initial strategy and planning to submission and reporting against the grant expenditure as required.

Our framework encompasses a wide range of activities, including developing the strategic approach and/or response, analysing the grant requirements and expectations, preparing financial models, business cases, program and project plans as well as ensuring compliance. In essence, managing the complete grant lifecycle.

Our goal is to increase the chances of success by presenting the strongest possible proposal.

We are also able to conduct evaluation of grant responses to ensure completeness, accuracy, compliance, and alignment with requirements and objectives contained in the grant documentation. When conducting the evaluation, we will highlight areas for remediation as we review, then, at the conclusion, prepare a comprehensive evaluation report and supporting recommendations.

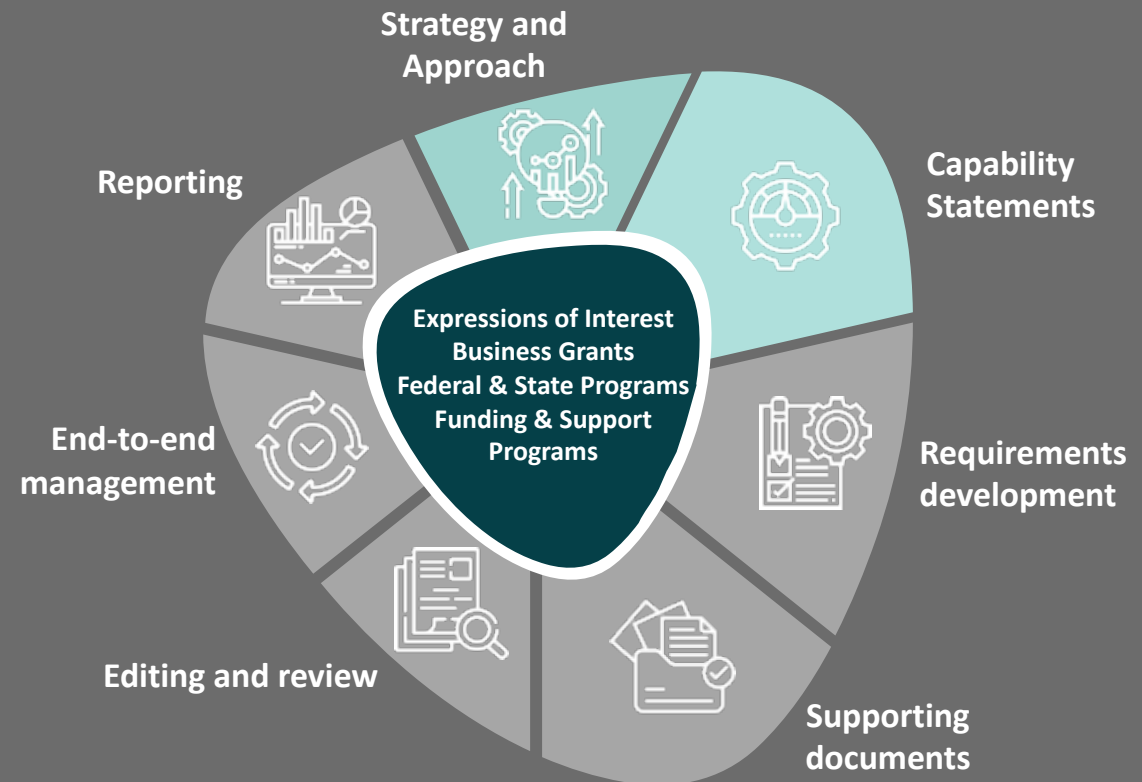


CORPORATE REFORM

Strategy and Capability

Grant strategy and approach: Develop winning strategies that promotes an organisation unique win themes and are aligned to the grant requirements and what evaluators are looking for.

Capability statements: Develop professional company profiles and capability statements that highlight your strengths.



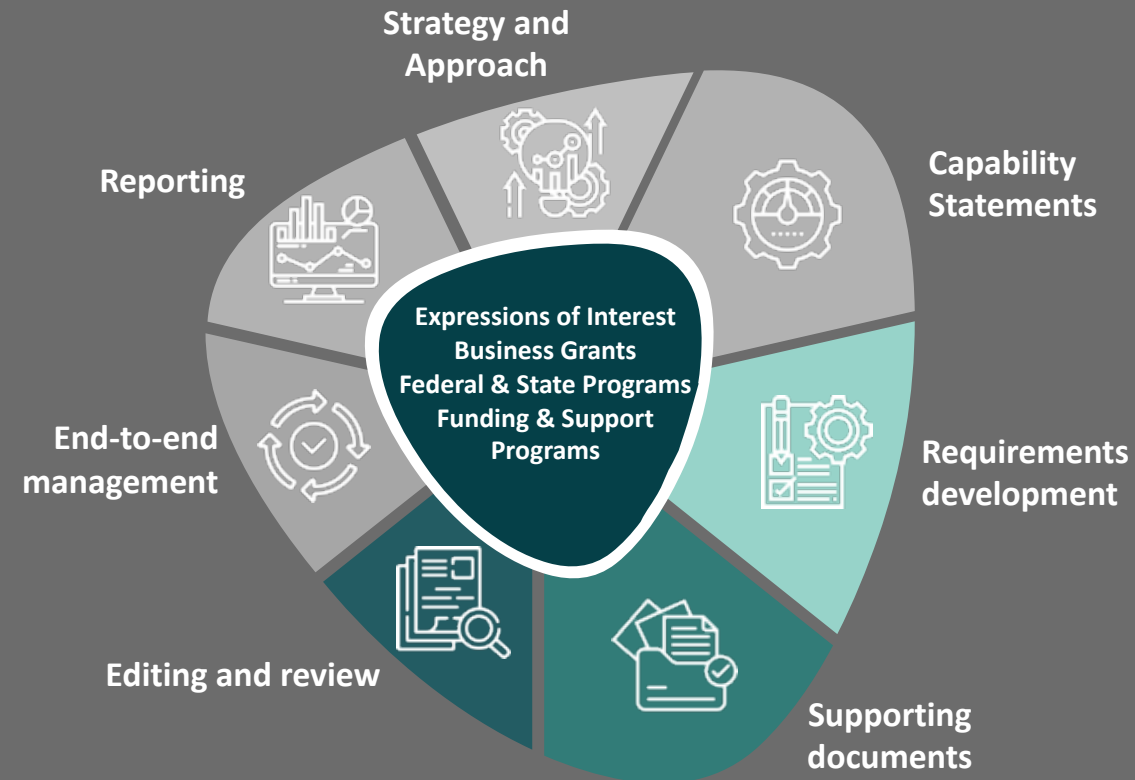
CORPORATE REFORM

Proposal development

Requirements development: Draft compelling and persuasive proposals that clearly communicate your value proposition and key outcomes.

Supporting documents: Create necessary supporting documents, such as safety, environmental, quality, and risk management plans.

Editing and review: Provide a second opinion on your drafts to ensure they are error-free, professional, and meet all requirements.

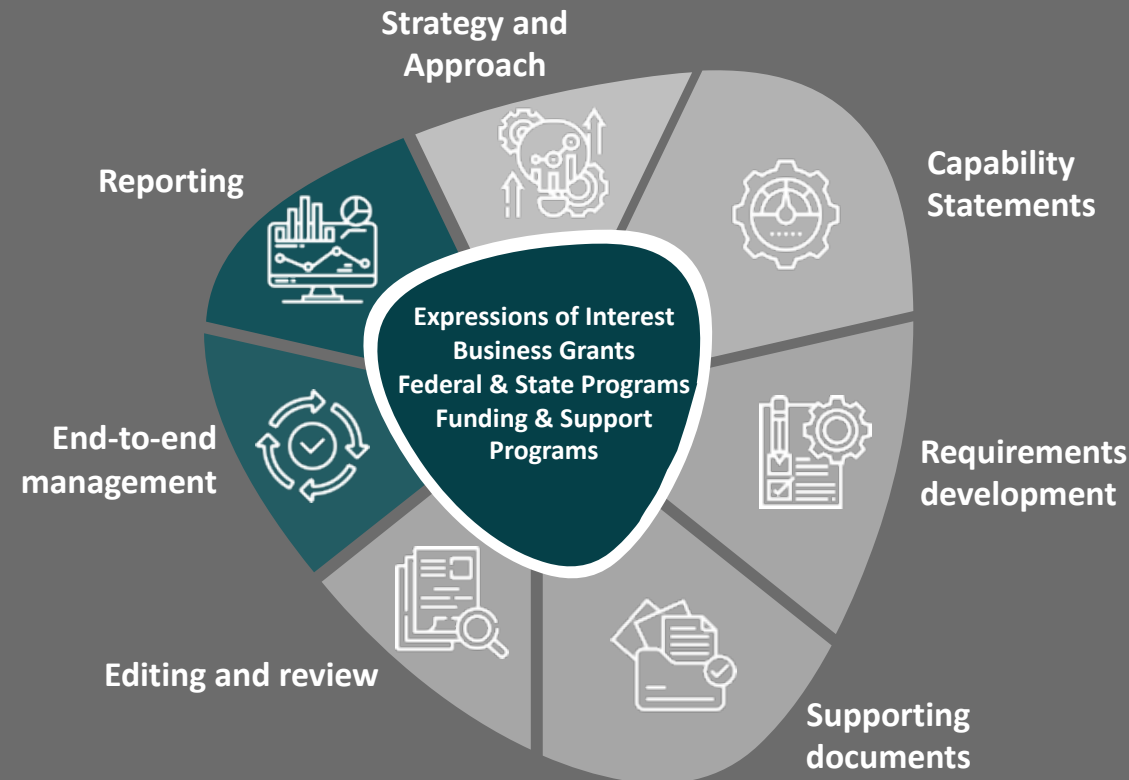


CORPORATE REFORM

End-to-End Management

End-to-end bid management: Handle the entire proposal lifecycle, from initial planning and writing to final submission.

Reporting: Develop strategic and comprehensive approaches that support the grant administration for the duration of the project and support the extension of current grants and future grant proposals.



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Our Partnering Approach



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Our Three-Tier partnering model

No matter the challenge, requirement or complexity our Three Tier Partnering model provides organisations maximum flexibility as well as several engagement options.

Tier 1 – Consultancy

Major
Infrastructure
Projects

Technology
Enablement

Capability
Development

Transformation

Tier 2 – Managed Service Provider (MSP)

Dedicated
Outsourced
Programs of
Work

Tier 3 – Project Contracting

Contracted Resources

Tier 1 – Consultancy

- Infrastructure Projects
- Transformation Programs
- Capability Development
- Technology Enablement

Tier 2 – MSP

- Outsource option for:
 - Minor Works Programs
 - Category Programs & Pilots
 - SRM Programs
 - Commercial Services
 - Global and Low-cost Country Sourcing
 - Dashboards and Analytics

Tier 3 – Project Contracting

- Fixed or long-term resources
 - Projects
 - Programs
 - Internal Roles – BAU

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Our Leadership Team



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MICHEAL MALLON

DIRECTOR

Micheal leads the strategy and transformation practice. He is transformation & business improvement executive with a functional operational excellence focus. Micheal has over 30 years' experience in leadership roles within SME, corporate and public sector organisations.

Micheal's experience has encompassed : Aerospace & Defence, Utilities (Power & Water), Manufacturing, Infrastructure; Government; FMGC; Design & Construction; & Facilities Management



 SHANE LAMONT

GROWTH & DELIVERY PARTNER

Shane is part of the broader Corporate Reform team. Shane is a former CPO / Head of Supply Chain at Sydney Water and has extensive experience commercial leadership experience across multiple asset-heavy industry sectors including manufacturing, rail, petrochemical & mining.

Shane's experience has encompassed: Renewable Energy; Utilities (Power & Water); Rail; Oil & Gas; Government; Infrastructure; and Heavy Manufacturing



DR SALLY-ANN JOSEPH

DIRECTOR

Sally leads governance and sustainability practice within Corporate Reform. Sally focus is ensuring regulatory and legislative compliance as well as lead in the ESG offerings.

For nearly 20 years Sally has focused on the implementation of major regulatory, legislative and accounting standard and governance changes. Sally's experience covers Financial Services (Banling Insurance & Superannuation), Petrochemical & Higher education



CHRIS GOULD

DELIVERY PARTNER

Chris is part of the broader Corporate Reform team. Chris is a former Chief Commercial Officer at Sydney Water and seasoned strategy and infrastructure executive with over 20 years of experience across 25 countries, blending global insight with local expertise.

His focus spans consulting (Strategy & Transformation), utilities (Power & Water), transport (Rail & Aviation) and multiple government agencies

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Seeing what's real, not just reflections...

Our Broader Product suite

CORPORATE REFORM

Strategy

- Vision and mission
- Policy development
- Corporate and Functional Strategy development
- Growth and competitive strategies
- Resource allocation
- Business portfolio management
- Risk management
- Prioritisation/strategic trade-offs
- Business Models

Transformation

- Transformation Design
- Business Architecture
- Capability Models and Maturity Assessment
- Operating Model Design
- Value Chain Design
- Program Development and delivery



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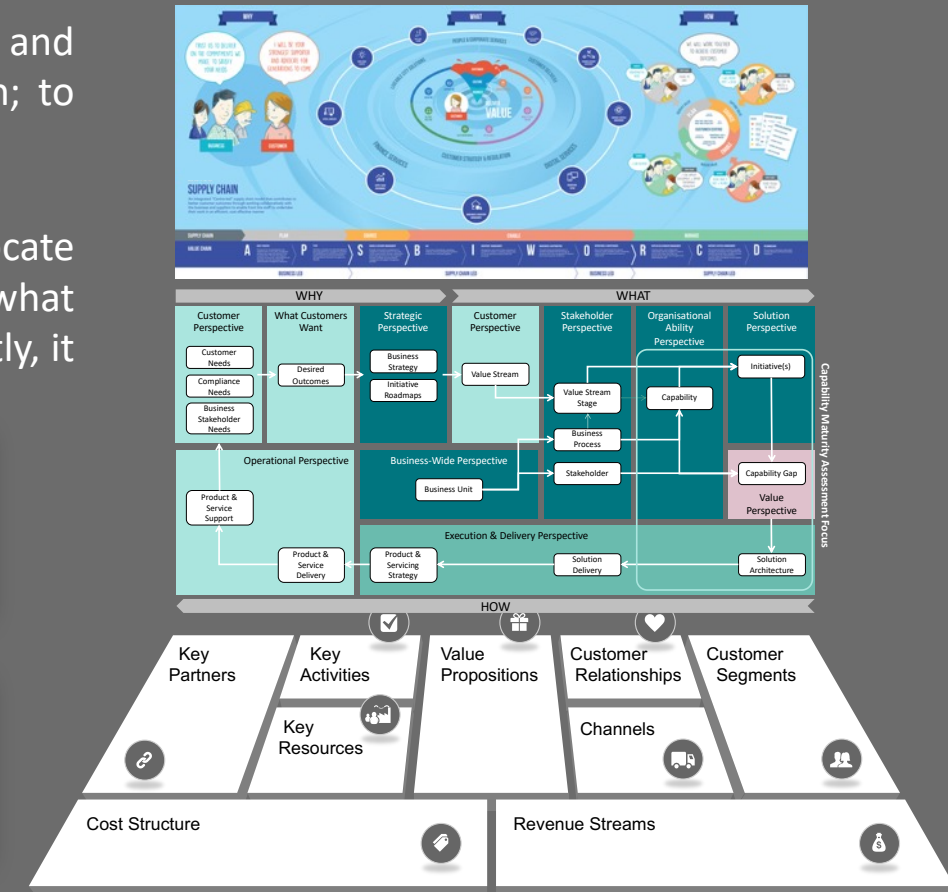
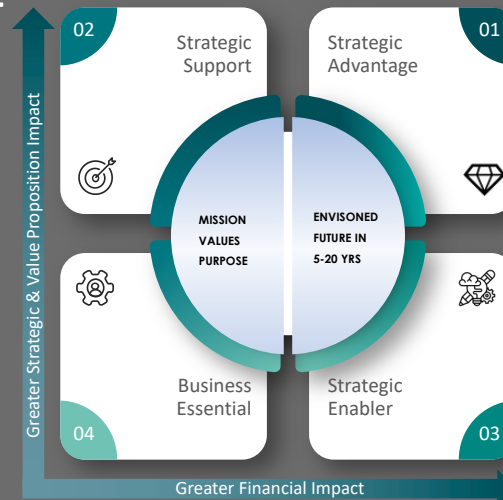
Corporate and Business Area Strategy

Our team is able to support, or design the high-level, long-term approaches and frameworks necessary to achieve an organisation's ambition and future direction; to achieve its goals, and maintain or build competitive advantage.

It involves making key decisions about markets to enter or exit, how to allocate resources, how to manage current aspects and functions of the organisation, and what needs to be added to the organisation to achieve the required outcomes. Importantly, it is about creating value across the entire organisation.

Some of the components include:

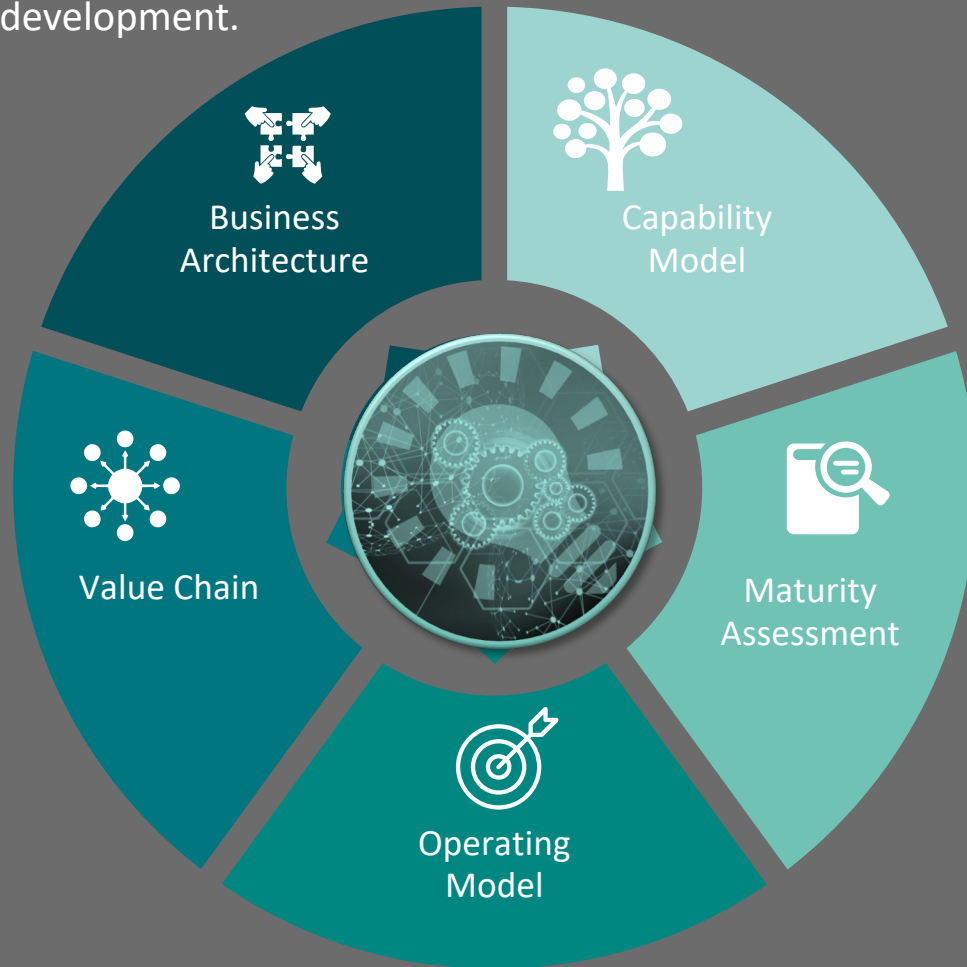
- Vision and mission
- Growth and competitive strategies
- Resource allocation
- Business portfolio management
- Risk management
- Prioritisation/strategic trade-offs
- Business Models



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Transformation Design and Capability Maturity Assessment

Our team takes a human-centered, interdisciplinary approach that seeks to create desirable and sustainable changes in in the organisation and its culture. The design of the key elements, articulate the case for change and support the roadmap for change development.



Business Architecture

The what why and how that defines the future-state organisation.

Capability Models

Definition of what the organisation does, and will need to do in the future to achieve its ambition.

Maturity Assessments

The assessment of how well the organisational or functional area capabilities are enacted

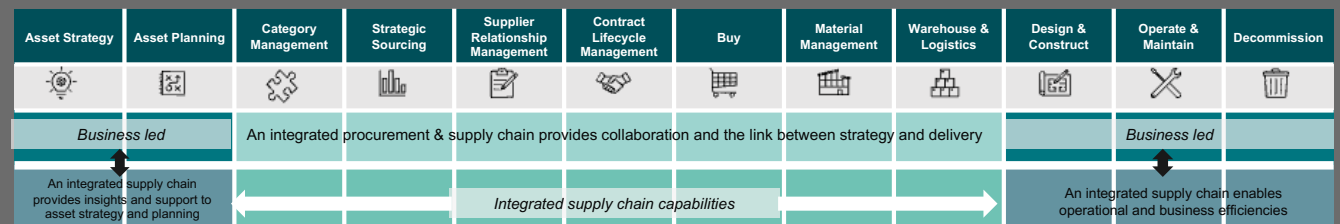
Operating Model

The higher order structure of the future-state identifying the key areas and functional elements



Value Chain

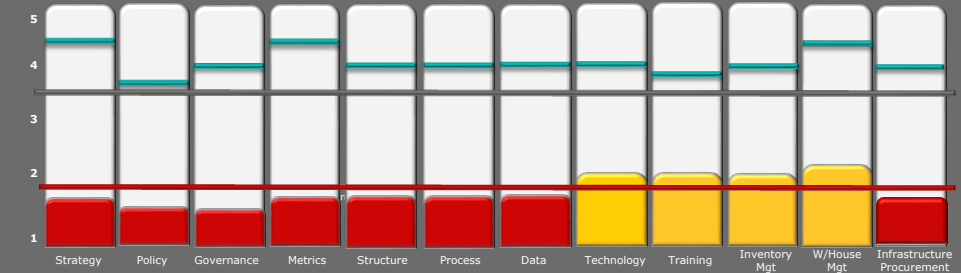
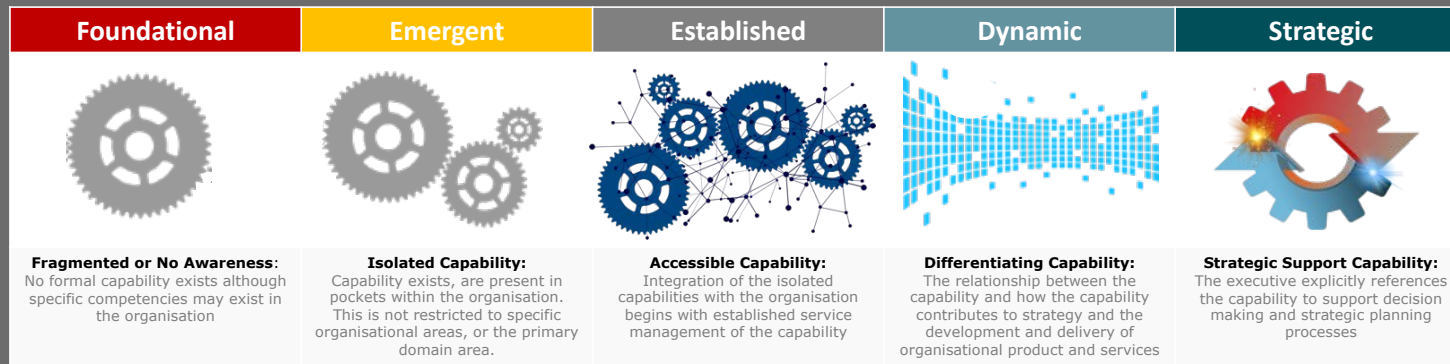
Definition of contextualised functional or organisational representations describing what they do



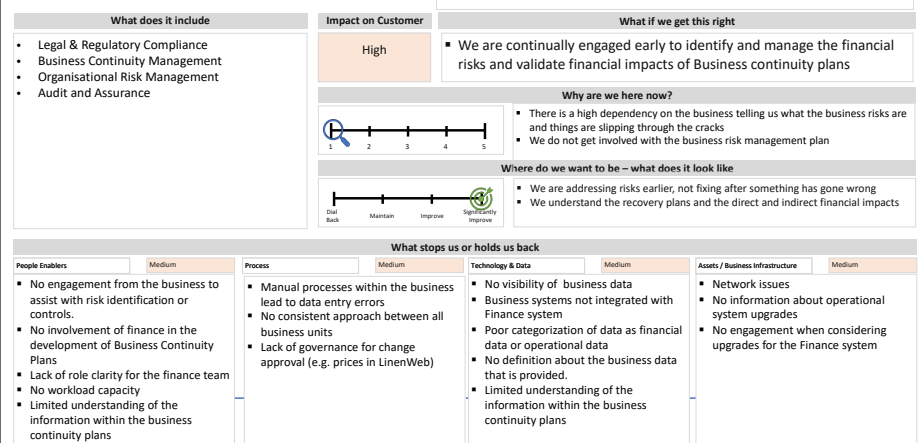
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Capability Maturity Assessment

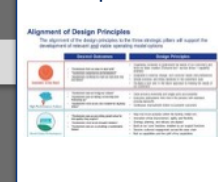
The approach to deliver the options and final preferred approach combines multiple perspectives and attributes whether at the whole of organisation level or at the functional level.



Strategic: Governance, Risk & Control



Design Principles & Implications



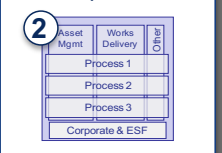
Operating Model Options



Decision Criteria



Preferred Operating Model Option



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Procurement & Supply Chain

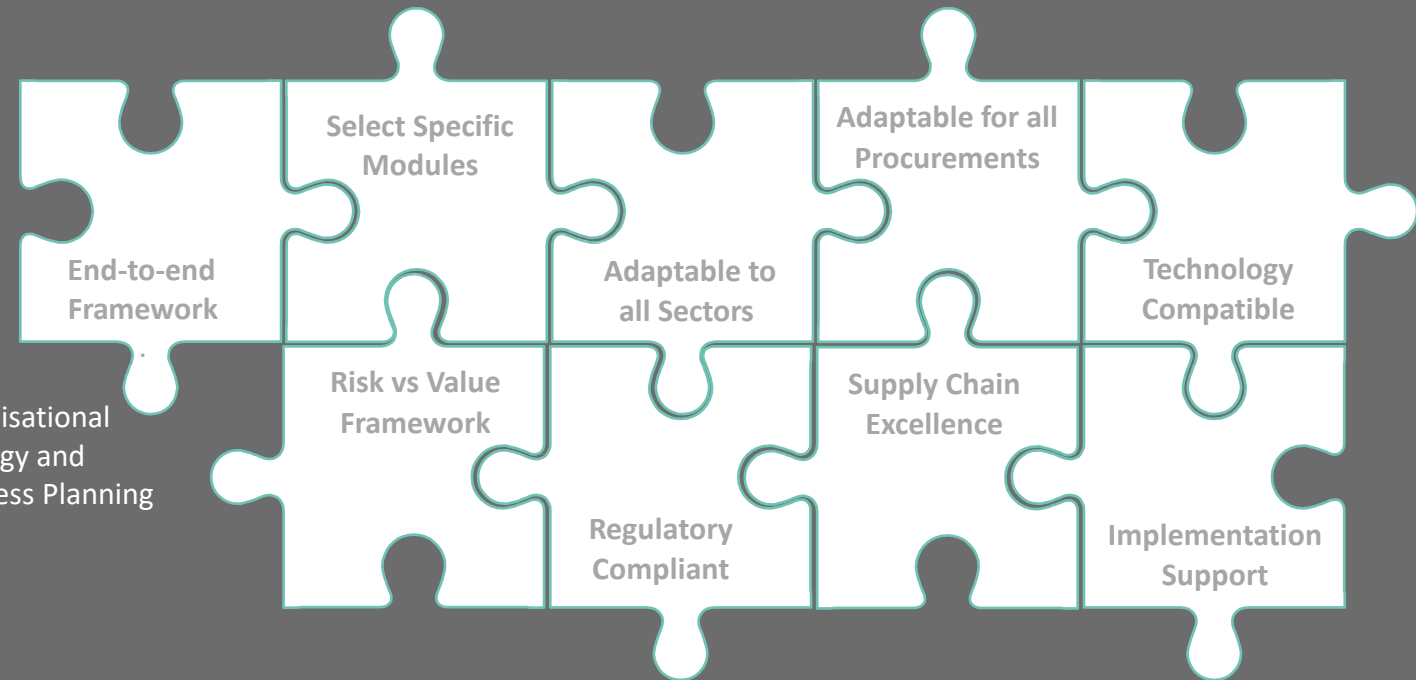
- Procurement and Supply Chain Functional Assessments
- Procurement and Supply Chain Frameworks
- Procurement & Supply Chain and Lean Six Sigma integration
- Complex procurement strategies for projects (e.g. Infrastructure, IT, Assets, Acquisitions)
- Category Schema development
- Category Management Pilots and Benefit Identification
- Supply Chain Network Design
- Inventory Optimisation
- Master Data Management
- Probity and Compliance
- Training



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End to End Procurement & Supply Chain Frameworks

Our procurement and supply chain framework coordinates and integrates several capabilities to identify, capture and realise value



End-to-end Framework
Adopted as an end-to-end framework to enable whole of value chain outcomes

Select Specific Modules
Select specific modules to introduce new capabilities or address current capability gaps.

Adaptable to all Sectors
Tailored and scaled to public and private sector, and all industries

Adaptable for all Procurements
Outcome-based design for Infrastructure, Goods & Services and ICT Procurement.

Technology Compatible
Framework can be solutionised and enabled in ERP and Procurement technology solutions.

Risk vs Value Framework
Risk vs Value practical approach to align with project needs to ensure the right project outcome is achieved.

Regulatory Compliant
For public sector clients – exceeds Government accreditation and probity requirements.

Supply Chain Excellence
Inventory and Warehouse Management that can be tailored to MRO or S&OP supply chain operations.

Implementation Support
Framework is available with contextualised implementation, program and change support.

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Social and Sustainable Procurement

Social Impact should be a standard assessment criteria (Capability, Capacity, Price and Risk) assists the considerations as part of value for money

In considering Social Impact those procuring on behalf of their constituent communities should consider their own policy considerations as well as those of their State or Territory for the following:

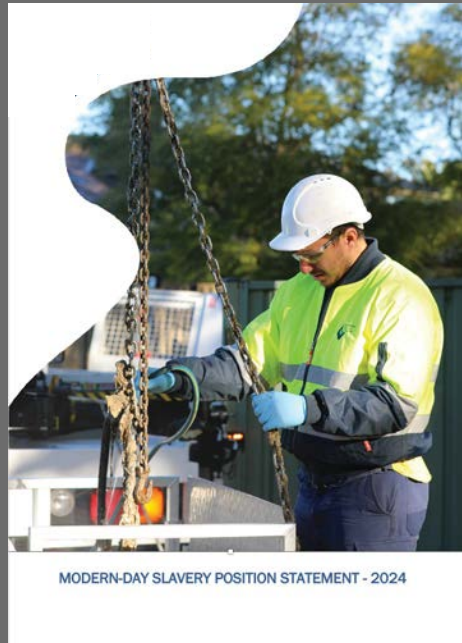
- Australian Disability Enterprise
- Indigenous Business
- Gender equality
- Small to Medium Enterprise (SME)
- Sustainability and Governance
- Innovation and Competitiveness.

Procurement templates and guidance needs to reflect and include Social Impact as part of the approach to market and evaluation stages.



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Modern Slavery Assessment and Position Statement development



MODERN-DAY SLAVERY POSITION STATEMENT - 2024

Position Statements
and Supplier
Questionnaires



MODERN-DAY SLAVERY SUPPLIER SELF-ASSESSMENT
QUESTIONNAIRE - IDENTIFYING MODERN-DAY SLAVERY RISKS

Our team recognise that there is always a possibility of modern slavery risk in a supply chain given the diversity of regions we, and our suppliers procure from, and the wide range of products sourced. The review of publicly available information such as; Walk free – Global Slavery index, suggests the following modern-day slavery risk factors may be present in a supply chain.



Modern Slavery Risk Factors

It is more important to directly understand as accurately as possible your level 1 supply chain – where your suppliers are, and where your suppliers source their products and services – your level 2 supply chain.

In an ideal world, being able to identify information on the level 3 supply chain, the potential originator of the product or service (if applicable), can be a significant step towards combatting Modern Slavery.

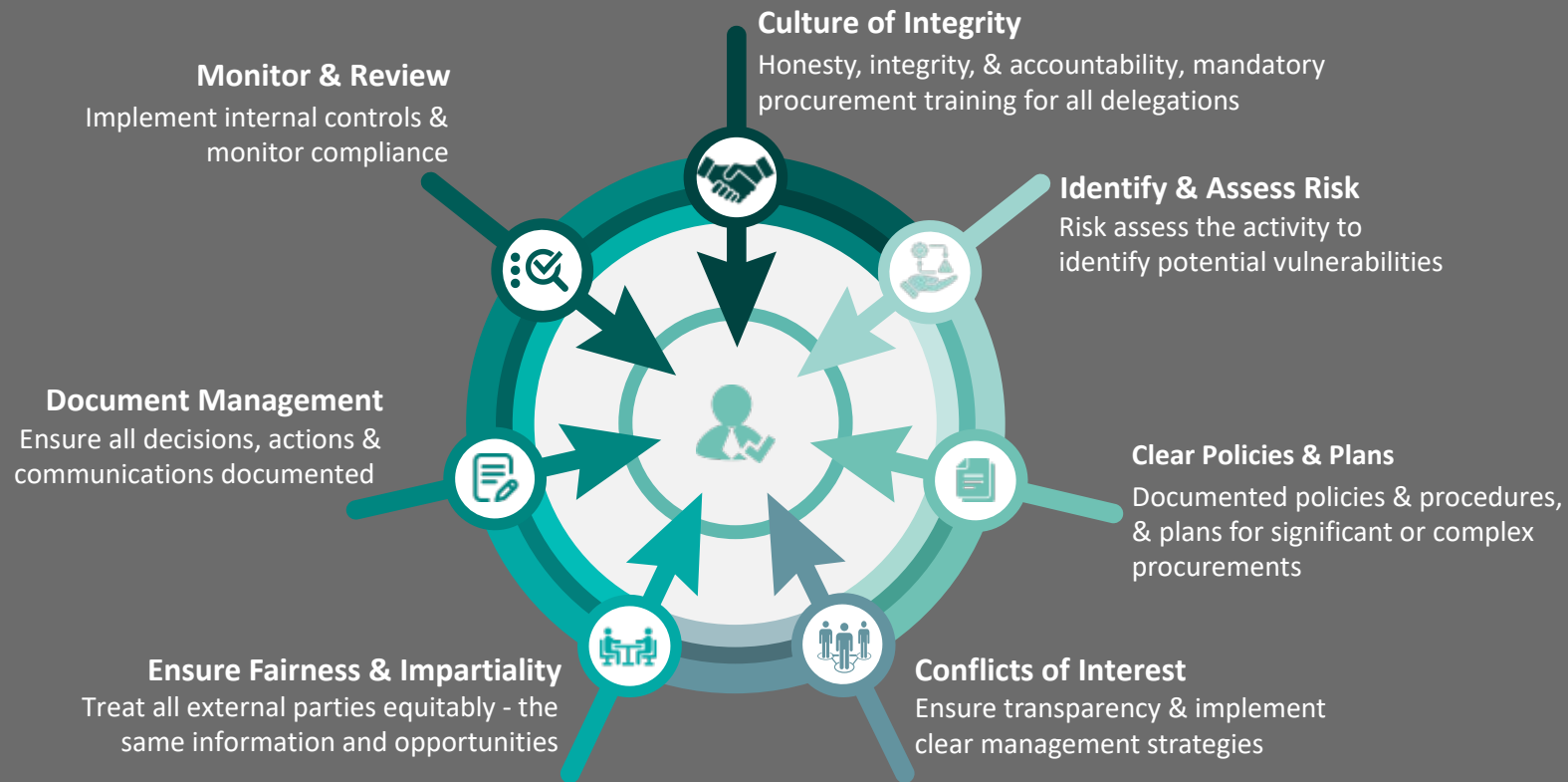
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Probity Services

Probity is a fundamental part of every procurement project and activity. As probity issues can arise at any stage of a procurement activity, probity needs to be anticipated as early as possible when planning a procurement (pre-procurement) and must be considered throughout the entire procurement lifecycle including category management, early market engagement, market analysis, sourcing and the entire contract phase.

Effective probity ensures organisational and community confidence in the integrity and accountability of procurement processes. It reinforces and suppliers to work together on the basis of mutual trust and respect

Our team has extensive experience in probity across the public and private sectors and backgrounds that includes: accounting, corporate governance, law, business, commerce, procurement and supply chain.



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Infrastructure Procurement & Asset Lifecycle Management

- Infrastructure projects business cases
- Funding request development
- Value Engineering
- Infrastructure projects procurement and transaction services
- Asset life and performance improvement
- Infrastructure asset decommissioning and disposal services
- Asset Lifecycle Management Frameworks



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Procurement and Supply Chain's value contribution the Infrastructure lifecycle

The team has extensive experience working across the entire infrastructure asset lifecycle

1. Plan

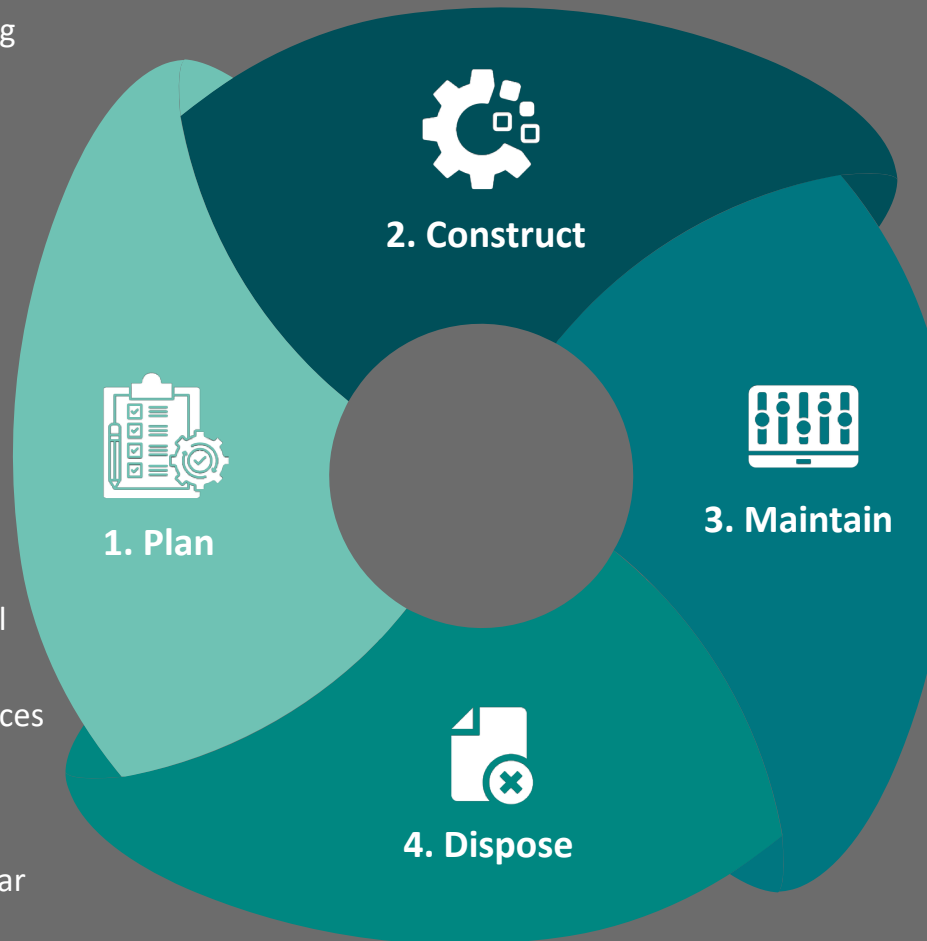
Infrastructure projects business case and funding request development, including:

- Cost Analysis and Benchmarking
- Supply Chain Market Analysis
- Social and Sustainability Opportunity Assessment
- Understand the Project Requirements
- Test and Select the preferred Infrastructure Procurement Strategy
- Develop the Infrastructure Procurement Strategy and Delivery Plan

4. Dispose

Infrastructure asset decommissioning & disposal services, including:

- Procurement of Asset Decommissioning Services
- Community consultation
- De-integration with wider network
- Asset Disposal Strategy that aligns with Circular Economy outcomes.



2. Construct

Infrastructure projects procurement and transaction services, including:

- Project Procurement Strategy.
- Preferred Delivery, Contract and Commercial Models.
- Social and Sustainability Plan
- Procurement Delivery.

3. Maintain

Using procurement and supply chain to improve asset life and performance

- Capital Minor Works Programs.
- Maintenance, Engineering, MRO, Property & FM, Waste Mgt, Fleet, Plant & Equipment procurement support.
- Supply Chain Operations development – Inventory and Warehouse mgt.

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Unlock success – Infrastructure Projects Procurement Strategy

Our Infrastructure Procurement Strategy method selects the right procurement approach to best balance time, cost, quality, and risk factors – helping you achieve your project’s aspirational full lifecycle benefits.

1. Understand the Infrastructure Project Requirements

Business Case

Funding

Project Requirements

Risks

Value for Money

Market and Supply Chain

2. Test and Select the preferred Infrastructure Procurement Strategy



Contract “Delivery Model” Options
CO, D&C, DCM, ECI EPC, EPCM, PPP, MP, IPD, or CMAR



Commercial Options
Cost Plus Fee, Lump Sum (Fixed Price), Guaranteed Maximum Price, Target Sum, or Hybrid.



Procurement Options
RFI, EOI, RFP / RFT. One stage approach. Two stage approach, industry briefings, collaborative dialogue

3. Develop the Infrastructure Procurement Strategy and Delivery Plan



Infrastructure Project Procurement Strategy

4. Procurement Strategy Delivery
Our team provides delivery lead or support ensuring consistency and alignment between project strategy and delivery

Infrastructure Procurement Project Delivery Plan



- Selecting the right procurement strategy and delivery approach for your infrastructure project

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Asset Lifecycle Management

Asset lifecycle management is the strategic approach to managing physical assets throughout their entire lifespan, from initial identification and acquisition, through strategy development to management, and final disposal or replacement. The goal is to maximize an asset's value while minimizing costs, waste, and risks by using a data-driven process to make informed decisions at each stage.

Identification and Planning :

Identifying needs, defining requirements,

Assessment:

Selecting the right asset type, features and fit with current portfolio.

Acquisition/Procurement:

Research, vendor selection, purchasing, financing, and initial setup.

Asset Strategy:

The approaches developed to maximise the utility of the acquired asset throughout its operational life to maintain or improve potential returns at disposal.

Asset Management:

Integrating the asset, training users, and running it efficiently, monitoring, and managing availability and performance.

Disposal or Retirement:

Decommissioning, sale, or replacing the asset when it reaches the end of its identified life.



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Program & Portfolio Management

- Capital Planning
- Portfolio Management
- Project Development
- Business Cases
- Project Evaluations

Commercial Transaction Support

- Initial Setup
- Franchising support services
- Dispute resolution, legal and operational support
- Due diligence
- Negotiation
- Compliance
- Financial planning
- Training



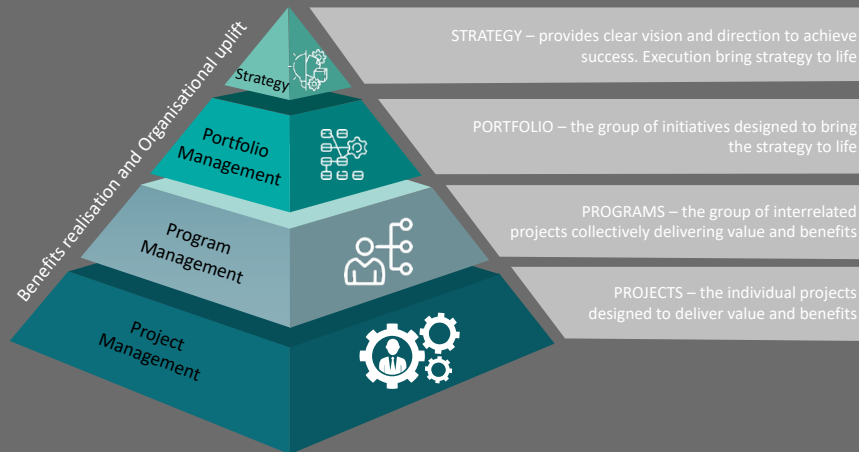
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Program and Portfolio Management

Capital Planning and Portfolio Management

Our team utilise a framework to ensure that projects align with the organisational and strategic goals. This framework encompasses the evaluation of proposals base on key parameters, risk reduction assessments and the prioritisation of the projects.

Additionally, to ensure strategic alignment we can also undertake the management of the apportionment of resources (capital and human) monitor performance and organisational integration.



Project Development, Business Cases and Project Evaluations

Our team are all highly experiences project professionals. Our experience is biased toward asset intensive and infrastructure focused organisations. Our team is able to support across the project lifecycle from concept, through initiation, planning and procurement through to delivery and post implementation reviews and part of the project close-out.



CORPORATE REFORM

Sustainability and Governance

- ESG Maturity Model Assessment
- Procurement and Supply Chain integration
- ESG Compliance improvement
- Corporate and procedural governance
- Legislative and regulatory governance

Modern Slavery Assessment

- Modern Slavery Maturity Assessment
- Modern Slavery Position Statement development
- Modern Slavery Response Protocol development
- Modern Slavery Risk Factors
- Procurement due diligence and supply chain assurance

Management Operating Systems

- Management Operating System Design
- Management Operating System Maturity Assessment
- Management Operating System Scope development



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ESG Maturity Assessment Services

Our team is able to support organisations through their ESG journey, particularly those at the beginning of that journey. Our primary service is the provision maturity assessments and roadmaps. These are designed to help deliver your aspirations rather than merely getting a compliance audit and report.

Our framework encompasses a wide range of activities, including developing the response to your ESG requirements and your ability to comply with standards and legislation.

Our goal is to support your journey, rather than simply telling you what you are not doing “right”. It is more important to understand ‘where you are’ so you are able to start the journey and, importantly, to develop at a pace your organisation is able to sustain, then excel.



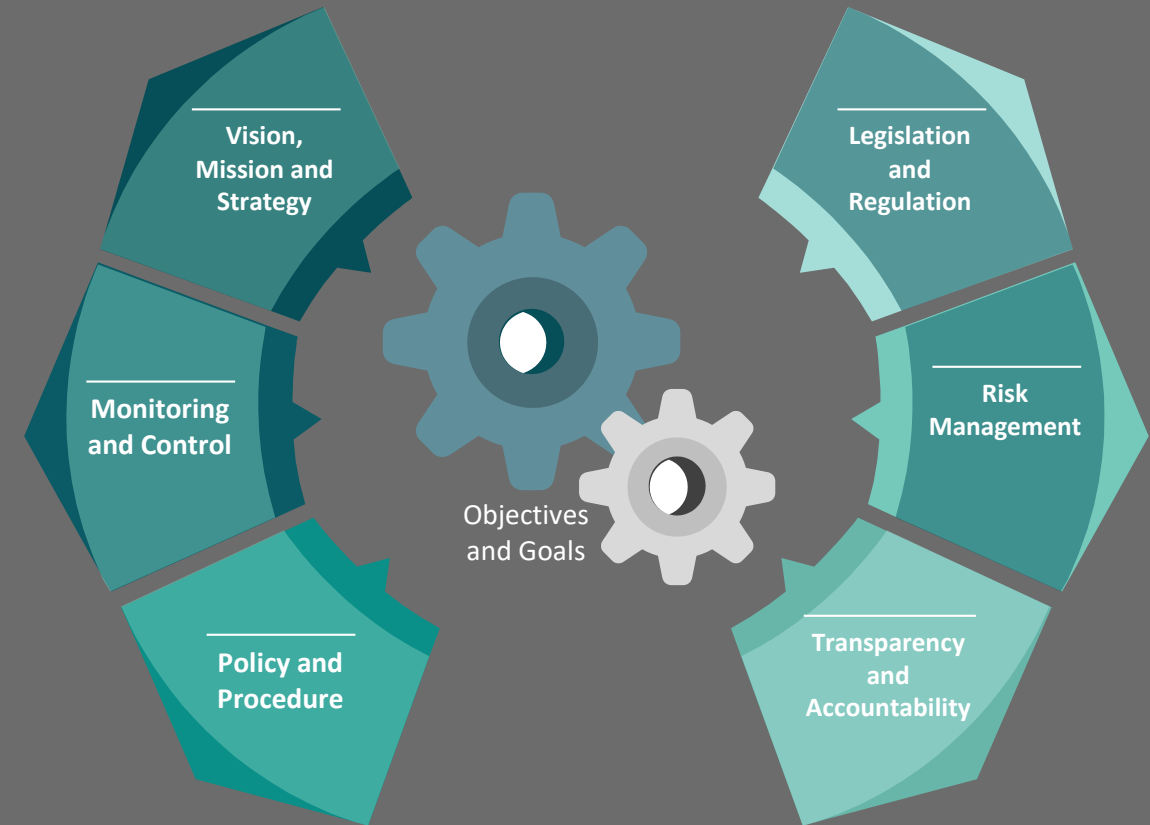
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Core Governance Services

Our team is able to support organisations through their governance landscape - Corporate, Procedural, Legislative and Regulatory through the development and/or review of vision, mission and strategy as well as enterprise risk, policy and procedural requirements.

Our leadership team has extensive experience working with and in, heavily regulated environments such as aviation, financial services, and utilities.

Appropriate levels of governance are essential for an organisation's long-term success, sustainability, and their ability to deliver effectively and maintain the trust of customers, shareholders and stakeholders.



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Management Operating Systems

A Management Operating System (MOS) is a structured framework of tools, processes, meetings, and behaviours that align daily activities with strategic goals, ensuring consistent execution, performance measurement, and continuous improvement, delivering efficiently, reliably, and productively.

A MOS focuses on how work gets done through:

- **Structured Practices:** Standardised ways of working, underpinned by a continuous improvement ethos to complete tasks and manage workflows.
- **Communication & Alignment:** Ensuring everyone understands their role in the organisation, their connection to the customer, organisational and team goals and expectations
- **Meeting Cadences:** At the various levels of the organisation – Executive, Management, Teams and Frontline employees (Daily huddles, weekly reviews, shift handovers) for communication, commitment and feedback
- **Performance Measurement:** KRO and KPIs to monitor outcomes
- **Data & Tools:** Using data for decision-making and workflow automation.
- **People Development:** Coaching and mentoring to build competencies and skills



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Technology Interface & Enablement

- Blueprint assessment
- Voice of the business
- Business requirements
- Scope definition or re-design
- Case for change
- Program delivery oversight
- AI Readiness Assessments

Data, Analytics & Dashboards

- Data and analytics management
- Performance framework design
- Decision Support and business case inputs

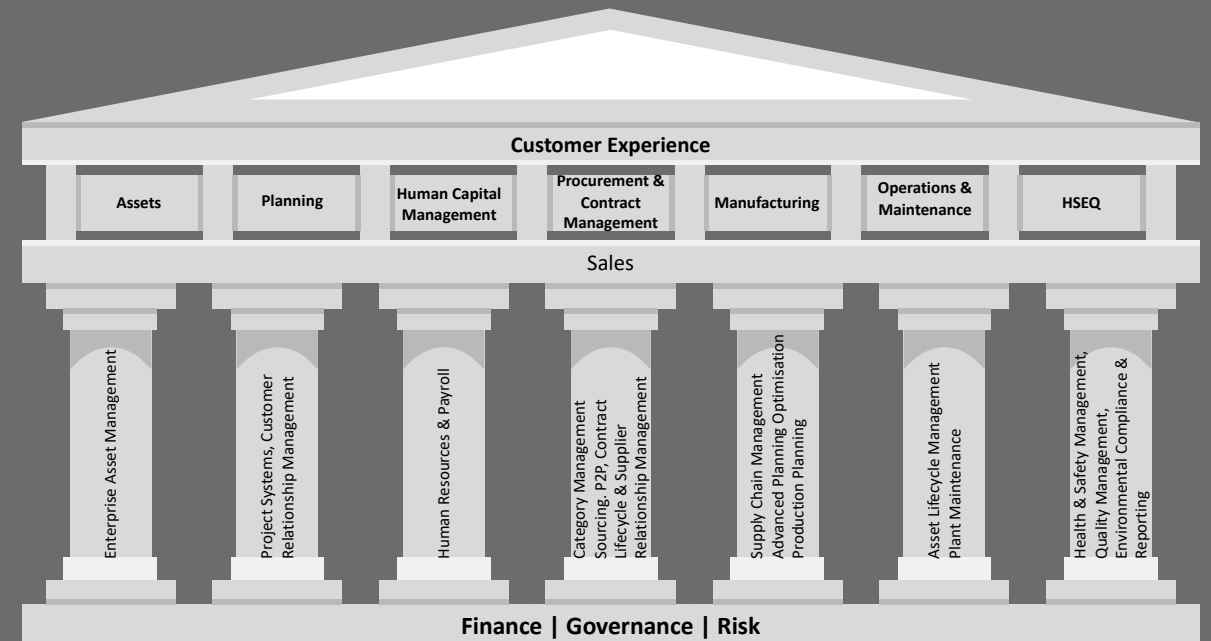


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Alignment of technology to the Value Chain

Creating alignment through the value chain through and integrated technology platform enables:

- Presentation of the organisation in an end-to-end perspective;
- Enables streamlined collaboration
- Improves the availability of information
- Increases visibility of, and connection to your strategy
- Provides the vehicle to harmonise process
- Provides the standardised data
- Improves planning and scheduling activities.
- Aids in embedding or improving sustainability;
- Improved management of contractor workforce and assets;
- Enables better management or minimisation of risk



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Data Governance and Management

Data Governance is described as a system of decision rights and accountabilities. Its focus is information-related processes, that need to be executed according to agreed-upon models. These models describe who can take what actions with what information, and when, under what circumstances, using what methods.

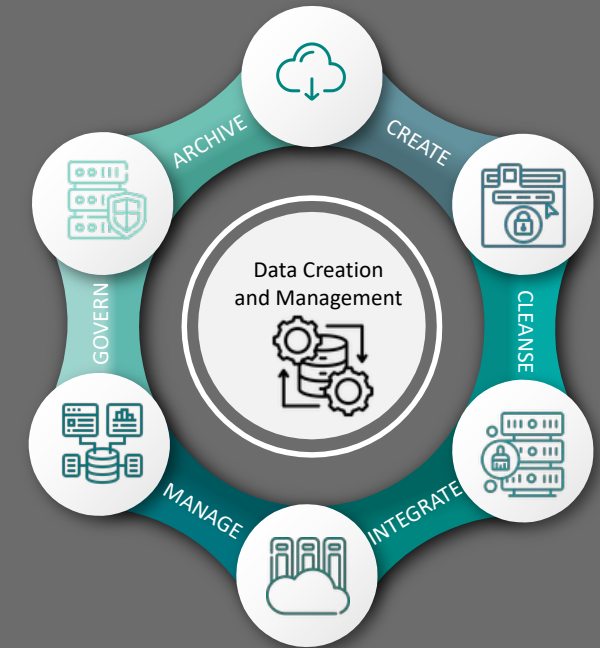
Its aim is ensuring “One Single Source of Truth” – Data quality, transparency, consistency and currency.

The Principles of Data Governance include:

- Rules & Standards
- Roles & Responsibilities
- Controls
- Risk Management
- Quality
- Infrastructure
- Training
- Communication
- Security
- Consolidation

Key to enabling effective data governance are:

- Ownership and accountability of data and its sources
- Roles and responsibilities associated with all aspects of the data
- Segregation of duties – create, change, view and review
- Active management of currency and quality



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AI Assessment Model

AI is becoming a critical driver of efficiency, and competitive advantage as well as a support structure for innovation. Successful adoption is not just technology – it requires focused strategy, organisational alignment, and the appropriate governance and security structures.

Our team takes a human-centered, interdisciplinary approach that seeks to create desirable and sustainable changes in in the organisation and its culture. The design of the key elements, articulate the case for change and support the roadmap for change development.



Readiness is the foundational stage for determining if an organisation has the prerequisites (strategy, data, skills, governance, security) to commence the AI journey, then move towards an embedded and scalable, approach that drives operating model adaptations, business model revision, and presents organisational and customer value through its integration.

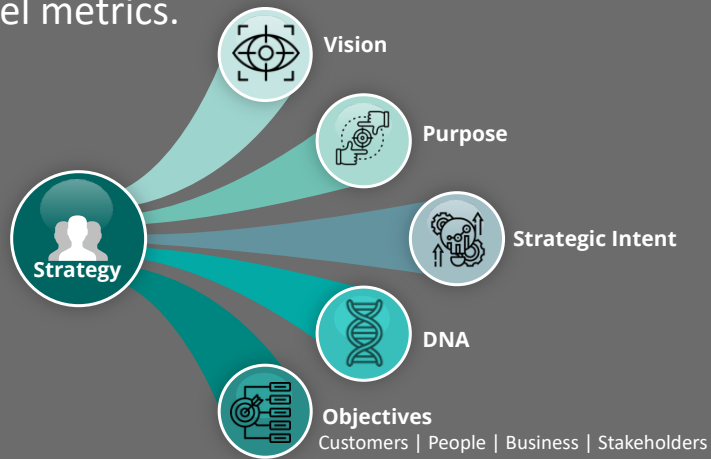


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Performance Framework Design

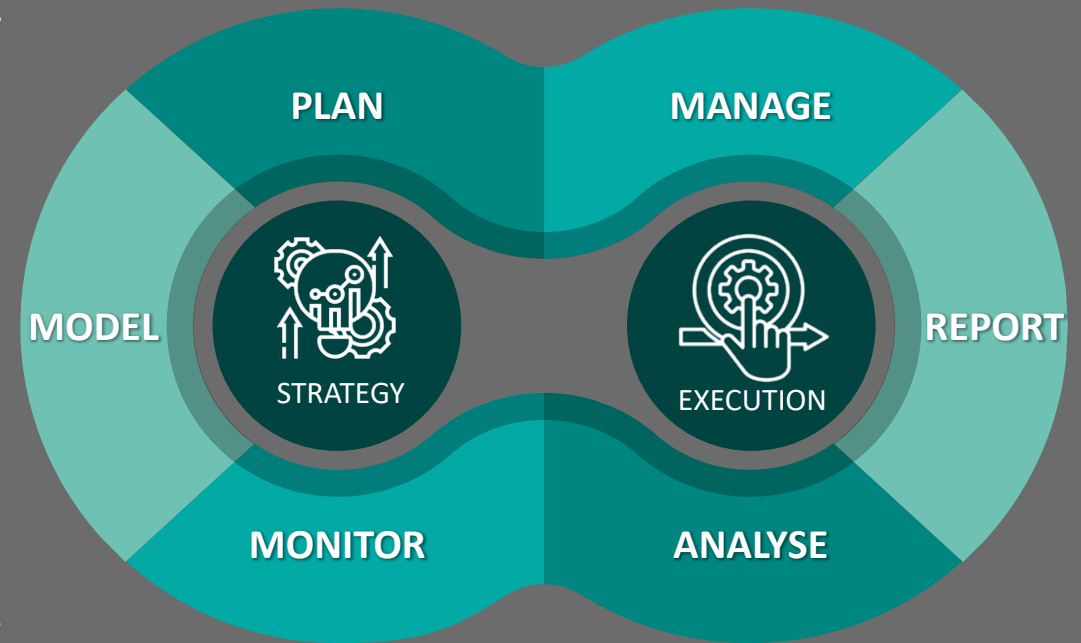
Any performance management framework begins with the measurement of the achievement of the strategic objectives or perspectives.

Key metrics must be defined against these objectives. What needs to be measured, how does it get measured and its significance against the other organisational level metrics.



For each key organisational functional area, objectives, measures and targets must be defined and linked to, and aligned with, the organisational-level (strategic) objectives.

These measures can be presented as key result areas, key metrics (top line performance) and key performance indicators (maturity and/or achievement of functional objectives).



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Seeing what's real, not just reflections...



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