

TABATHA KATTAU

General Manager

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📍 Singleton, NSW



EXPERIENCE

Acting CEO

EGA (Formerly Endeavour Industries)

📅 11/2017 - 02/2019 📍 Maitland, NSW

NFP Disability Service Provider

- Led ~250 employees, ~230 clients & ~400 parents & carers through a voluntary administration; 95% client retention and 1% (chargeable) staff turnover.
- Successful sale of Disability Services business unit resulted in continuity of supports for >200 clients and ongoing employment for >100 employees.
- 65% transition rate (within 6 weeks of closure) of displaced employees following social enterprises closure.

General Manager & Chief People & Culture Officer (dual role)

EGA (formerly Endeavour Industries)

📅 09/2015 - 07/2018 📍 Maitland, NSW

NFP Disability Service Provider.

- 50% Increase in chargeable support hours (revenue) in 90 days.
- \$15k pa reduction from correct application of Equal Remuneration Order (ERO).
- Secured Smart & Skilled funding (~\$100k) for RTO.
- Reduced company phone expenses by \$7k per annum.
- Reduced marketing resource costs by ~40% by outsourcing.
- RTO taken from negative EBITDA to positive EBITDA in under 12 months.

Managing Director

Sincerus Business Group

📅 02/2015 - Ongoing 📍 Singleton, NSW

Established my own consulting company, providing Organisation & Leadership Advisory Services & Support

- Developed a Collaboration matrix model & presented "Power of Collaboration" to Hunter Business Chamber - ~30 Chamber leaders.

Manager | Milbrotec

Hedweld Group of Companies | Milbrotec

📅 10/2013 - 10/2015 📍 Singleton, NSW

Agricultural Product Innovations

- AgQuip Product Launch floating fence posts & fence system.
- Domestic distribution of fencing system with Waratah Wire.

STRENGTHS



Leader

I enjoy building teams, helping them grow and creating purposeful goals that align with the organisation's objectives.



Communicator

I speak in real terms with warmth and authenticity and I find people respond well to that.



Empowerment

I spend the time needed to help my team realise their potential and coach them to be their best.



Positive

I smile most of the time. I see opportunity in every challenge and a chance to grow through every adversity.



Responsibility

I take my role as leader and the responsibility of having people, systems, processes and finances in my care, very seriously.

MOST PROUD OF



Increased revenue by 50% in 90 days

Empowered the team to build a 30/60/90 plan that saw a sustained 50% revenue increase generated in under 90 days.



Achieving 65% transition rate of displaced employees when EGA Social Enterprises were closed.

Demonstrated the increase in capacity for change that we had supported our people to develop.

EXPERIENCE

HR Leader

GE (Transportation)

📅 11/2012 - 07/2013 📍 Rutherford, NSW

Manufactures equipment for railroad, marine, mining, drilling and energy generation industries

- Integration of Industrea employees into GE with <1% attrition.

Chief Human Resources Officer

Industrea

📅 08/2011 - 11/2012 📍 Rutherford, NSW

Design & manufacture of mining equipment & technology

- Successfully relocated manufacturing operations including >100 employees (unionised site) from Tomago to Rutherford.
- Reduced recruitment "time to fill roles" by ~25% through implementation of Authority to Recruit process.
- Led People & Culture due diligence process, contributing to sale of Industrea to GE at 48% value improvement, \$1.27/share. \$470M sale.
- Maintained ~95% employee retention through acquisition due diligence process.
- Implemented Drug & Alcohol National Policy & testing.
- Implemented Strategic Planning & aligned operational KPI process.
- Introduced Lean concept (outsourced) at new Rutherford facility.

Manager | Knowledge & Development

Joy Global Inc.

📅 05/2006 - 08/2011 📍 Rutherford, NSW

Design & manufacture of mining equipment & technology (surface & underground)

- Implemented global leadership development program across Australasia.
- implemented global succession planning & talent management processes.

Safety Manager | Australasia

P&H MinePro Services

📅 01/2004 - 05/2006 📍 Singleton, NSW

Design & manufacture of mining equipment & technology (surface)

- Reduction in LTIFR & workers compensation premiums.
- Implementation of DuPont Safety Leadership program, Take5 and Safety Observations.

Business Manager | South East Region

P&H MinePro Services

📅 02/2003 - 01/2004 📍 Singleton, NSW

Design & manufacture of mining equipment & technology (surface)

- Management of Dragline MARC (Maintenance & Repair Contract).
- Management of regional functions (WHS, QA, HR, IR, Legal)

MY LIFE PHILOSOPHY

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

Maya Angelou

EDUCATION

Bachelor Applied Management Studies

Federation University Australia

📅 2008 - 2010

Diploma in WHS

Australasian College of Health & Safety

📅 2006 - 2007

Advanced Diploma Business Management


Federation University Australia

📅 2004 - 2004

AWARDS

 Golden Key International Honour Society

PASSIONS

 Building collegiate teams that have impenetrable cultures which are impossible to imitate.

 Leading & supporting organisations through significant growth & change.

EXPERIENCE

Operations Resources Superintendent

P&H MinePro Services

📅 01/2002 - 02/2003 📍 Singleton, NSW

Design & manufacture of mining equipment & technology (surface)

- Developed labour allocation database enabling efficient and accurate allocation of 400+ employees to match inductions, skills & qualifications/ certifications.
 - Implemented Drug & Alcohol policy and testing.
 - Managed closure of Mt Thorley manufacturing facility.
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Dragline Projects Scheduler

P&H MinePro Services

📅 05/1994 - 05/1998 📍 Singleton, NSW

Design & manufacture of mining equipment & technology (surface)

- Dragline project scheduling & site coordination of multiple, overlapping builds.
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Safety & Training Support

Warkworth Mining

📅 05/1992 - 05/1994 📍 Singleton, NSW

Surface mining operation

- Developed competency based training & assessment modules for all production roles performed on the mine site.
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VOLUNTEERING

Committee Member

Singleton Business Chamber

📅 01/2019 - Ongoing

Active Committee member. Currently facilitating the Strategic Planning process for the Committee.
