

Paul Clifford

Organisational Psychologist at FBG Group

Melbourne, Victoria, AU

Experienced, informative and engaging speaker who is an expert in helping organisations create solutions to improve performance

Biography

Paul is an Organisational Psychologist with 15 years experience in Human Resources departments and consulting firms. Paul is passionate about improving employee's experience in the workplace and his firm, FBG Group, are innovative leaders in influencing organisations to change the way they think about how they lead and develop their people. Paul is an experienced speaker, trainer and workshop facilitator who is highly knowledgeable on a range of topics related to people in organisations. These topics include 'strategic employee wellbeing', building employee and organisational resilience', 'being a leader with a difference', 'change is a dirty word', 'what it takes to be a high performance team', 'giving feedback doesn't have to be scary', 'recruiting with the end in mind', 'how to influence successfully'. Paul speaks with conviction and isn't afraid to challenge the status quo or be controversial when it's required. Paul provides his audience with new ideas and isn't afraid to give away his knowledge. He believes that his audience should be able to take away new perspectives on common people issues and tips on how to resolve them. Paul likes to capture the attention of his audience and as such speaks off the cuff and in a very personable way. His language appeals to those who want to be enlightened but also seek simple plain speaking solutions to improve workplace results.

Availability

Keynote, Panelist, Workshop, Host/MC

Industry Expertise

Human Resources, Corporate Leadership, Professional Training and Coaching

Areas of Expertise

Building Employee and Organisational Resilience, Strategic Employee Wellbeing, Being A Leader With A Difference, Recruiting With the End in Mind, How to Influence Successfully

Affiliations

Australian Organisational Peer Support Network, Australian Psychological Society

Sample Talks

Strategic employee wellbeing

Provides a comprehensive look at all the factors which impact on employee wellbeing and ask the question "Are we tackling employee wellbeing in a strategic way?" Whilst it is important to address employee distress through providing counselling, healthy eating and stress management programs, these are not likely to address the root cause of the distress. And why do we only focus on eliminating stress? What about the other side of the coin - enhancing wellbeing - thriving rather than just surviving? This presentation takes a look at what the research and experience in organisations right across Australia tells us about what really causes employee distress and how true employee wellbeing can be achieved. We look at individual, team and organisational level strategies that provide a multi-faceted, strategic approach that is much more likely to achieve the employee and organisational wellbeing we so desperately seek.

Giving feedback doesn't have to be scary

Provides people with a method of giving feedback that removes the fear and produces the results you want. Many of us imagine many horrors in our lives and don't even come close to happening. Often we recognise the need to give feedback to colleagues or friends but imagine all the nasty things that might happen when we give that feedback. This often provides us with a convenient excuse not to do it. By not giving the feedback we miss out on an opportunity to improve rather than destroy relationships in many circumstances. We also miss out on the chance to develop ourselves and our skills. Delivered well, most people welcome receiving feedback and the issues we thought could not be resolved are often quickly sorted out following the feedback. The trick is to follow a method of giving feedback that follows psychological principles that research has shown to work.

Building employee and organisational resilience

Highlights the need to look at resilience from a variety of perspectives - building resilience in organisations requires the employees and organisation's leaders to do a number of things across several domains. Any employee's resilience capability is a factor of their personality, attitude, behaviour, skills and resources. Any organisation's resilience capability is a function of the collective resilience of employees plus the sum of systems, processes and practices the organisation takes to strengthen its position against a variety of threats. Resilience is built as a competency over time. It is a coordinated set of actions that need to be taken ahead of time to better prepare one and/or many to thrive rather than merely survive.

What it takes to be a high performance team

We examine the team as a dynamic grouping of people that need to work interactively in a purposeful and cohesive manner in order to be successful. We examine a model of high performance teams backed by research. We then explore a number of high profile teams that have either succeeded or failed and determine where things went right and wrong. We then consider the implications of the model for workplace teams. Where do workplace teams commonly go wrong? You will have an opportunity to look at your workplace team and consider where its strengths and areas for development are and begin developing an action plan to improve your team's functioning.

Event Appearances

Title

Organisational Design and Strategy Execution Forum

Education

Monash University

Bachelor of Arts Honours in Psychology

Accomplishments**Registered Psychologist of 13 years**

Paul is a registered psychologist of 13 years. He achieved endorsement as an Organisational Psychologist by the Psychology Board of Australia in 2010. He achieved membership of the Australian Psychological Society's College of Organisational Psychology in 2010. Paul is trained in Behavioural Interviewing and in psychometric testing. He is accredited in the administration and interpretation of Facet5 and MLQ.

Published author

I have written a number of articles that have been published in industry magazines. Please see my documents section for articles on employee and organisational resilience, psychometric testing, leadership, career management and more.

Half marathon in under 84 mins

Completed the Melbourne half marathon in just under 84 mins

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