

Our experience includes project management of mergers and acquisitions and the establishment of partnerships and alliances.

### What our clients say about our work and our approach:

“Lewis & Coleman are experts in working flexibly to achieve results. Difficulties seem to be welcomed as a chance to find a new solution. Emails were flying at all hours. Whatever we needed, they provided.”

“They understood what was important to us and shared our values. They were as enthusiastic for the project to succeed as we were.”

**Kathryn Clayton, A/CEO, Stawell Intertwine Services**

“We found Lesley and Adrian provided us with a clear project plan and guided us to make sure we were able to meet what was quite a tight deadline. Even when many unexpected issues arose because we were the first organisations merging using the new provisions in the Associations Incorporation Reform Act, 2012.”

“What particularly stood out were their communication skills. They were equally at home talking to our staff, our clients and families, the local politicians or the local media. The communication was regular and frequent. We think it played an important role in the success of the project.”

**Brian Burke, CEO McGregor House Ararat**



**Lesley Coleman, Director**

a founding director of Lewis & Coleman, has now been engaged as a consultant for more than 30 years. Her experience includes hundreds of assignments, across a range of methodologies and sizes.

She is personally involved in all assignments. Her focus is Program Evaluation, Mergers in the Community Sector, Policy Research, Mediation and Governance.



**Adrian Nye, Senior Consultant**

His focus is Governance and Mergers in the Community Sector.

Lewis & Coleman is known for its high quality outputs, excellent client relationships and ability to combine practical, implementable solutions with truly independent advice.

[www.lewiscoleman.com](http://www.lewiscoleman.com)

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# Partnerships Mergers Acquisitions Strategic Alliances

Do you need expert help to find your way through to a sustainable solution for your community organisation?

[www.lewiscoleman.com](http://www.lewiscoleman.com)



## How we can help you

We have the experience to provide as much or as little hands on support as you need. Options include:

- Introductory seminar with your board and executive team – Provide understanding of the overall process and options open to you
- Diagnostic review to assess readiness for change and recommend strategies for moving forward – merger may not be the only or preferred option
- Governance review – including your rules, mission and policies
- Help with identifying potential partners to the process
- Facilitation of Board or Executive strategy sessions
- Facilitation of project planning sessions
- Assessment of the culture and values of your organisation and its potential impact on successful change
- Facilitation of staff integration processes (joint working parties creating and implementing change action plans)
- Advice and assistance on administrative and legal requirements and timing for effecting change
- Risk management plans

- Communication plans
- Change management plans and practical change management assistance
- Management coaching
- Soft skills training and development (focused on positive change implementation)
- Project management of all or part of the change process

## Lewis & Coleman expertise

Our consultants bring a wealth of understanding about organisations and how they deal with change. Our expertise includes:

- Strategic, business and individual plans and KPIs
- Administrative and legal aspects of organisational change, especially the Associations Incorporation Reform Act 2012
- Financial management
- Due diligence
- Forecasting future demand and resource needs
- Change management, training and development, management coaching and

human resources

- Communication plans
- Risk management plans
- Project management.

## Our subject matter experience includes:

- Education (Adult and further education, school aged education and early childhood development)
- Disability services
- Indigenous issues
- Womens issues
- Health
- Housing
- Family services
- Aged care services
- Youth
- The legal system
- Insurance
- Workcover
- Emergency services
- Water industry
- Local government
- Timber products
- Manufacturing.

We have direct experience chairing and being members of community and state government boards of management. And our consultants have each been consulting to the community and public sector for more than 30 years.