

D R. *Kelly* WINDLE
BECOME FUTURE READY

Aligning organisational
capability to the
future of work,
so that you can
move forward faster.



DR KELLY WINDLE

Future of Work Expert
Psychologist | Speaker | Advisor

Dr Kelly Windle is a future of work expert who helps leaders evolve their organisations to better meet the future. Working with her is like turning on stage lights: bringing focus and colour to the story of people at work!

Kelly works with CEOs who want to:

- Move forward faster.
- Stay relevant and valued, by reimagining what's possible.
- Prioritise sustainable progress over short-lived gains.
- Invest early in building the capability required for future success.
- Create awesome employee experiences.

Bringing deep insight and creative solutions, Kelly helps these leaders uncover and reset the psychology keeping their business stuck, stalled, or circling around a status-quo.

Kelly has worked with leading organisations to grow capability, inspire shared commitment, and elevate people for an extraordinary future. She offers a unique combination of psychological and socio-economic insights, creative forward-thinking, and lived experience leading global culture and capability transformation.

CREDENTIALS

BAppSc(Psych) GCertEntMgmt GDipPsych MPsych(Ind&Org) PhD Deakin
MAPS CAHRI

Kelly brings 15 years' experience in organisational psychology and leadership advisory, achieved working for international consulting firms and as Vice President Organisational Capability for a multinational manufacturing organisation. She is a registered psychologist, published academic, Fellow of the Cairnmillar Institute, and maintains professional memberships with Australian Psychological Society, Australian Human Resources Institute, and Professional Speakers Australia.

Learn more: www.drkellywindle.com

FLY FORWARD FASTER



CLIENTS & TESTIMONIALS



“Kelly’s exceptional envisioning of the organisation capability strategy and the strategic programs of work that underpin this have given us a new focus and foundations for driving future readiness and employee experience. *She has brought challenge, inspiration, and contemporary design to guiding BlueScope to a future state.*”

Kristie Keast
Chief People Officer
BlueScope

“When I’m asked to recommend someone to help a business work on strengthening and growing team capability or creating organisational structure to transform strategic performance, *I can recommend nobody better than Kelly.* Her ability to extend a team’s capability through her unique approach to delivering sustainable high performing habits and guiding an organisation through change is exceptional.”

Paul O’Keefe
CEO
Dexion

“I have had the distinct pleasure of collaborating with Kelly on the transformation journey of our People & Capability function. Kelly empowers her client to lead through the frameworks, tools, and coaching she provides. *She is a true thought leader committed to helping organisations become future ready.* Working with Kelly will leave you feeling engaged, enabled, energised, and inspired!”

Hanli Pretorius
GM People & Culture, D+SI
Ventia

“The Timberlink Executive team have been working with Dr Kelly Windle for more than six months, using a stimulating and stretching process. Working with her I found to be both challenging and rewarding. It has made a significant and fundamental contribution in developing our team capability as we strive to move to a higher level of team and personal performance. *I know her ongoing engagement with us will continue to make a tangible and significant contribution to the success of our business.*”

Ian Tyson
CEO & Executive Director
Timberlink

“Working with Kelly has been an absolute game-changer for our organisation. She possesses a remarkable ability to perceive our organisation’s needs and has empowered our staff to represent our work with great professionalism and strength. *Thanks to Kelly’s insightful suggestions and collaborative efforts, we have experienced a significant increase in both income and client engagement.* We wholeheartedly recommend Kelly Windle to anyone seeking transformative support for their organisation.”

Katherine Weaver
Artistic Director
Impro Melbourne

“Kelly brings an incredibly unique mix of warmth, intellect, and strategic orientation in support of complex organisational issues and contexts. She provided useful insights and practical frameworks to understand key issues and plan an accountable way forward. I found Kelly’s approach challenged me in a constructive way enabling a sustainable path for growth and development to deliver on organisational outcomes.”

Natasha Ralston
Director People & Culture
Social Ventures Australia



BECOME FUTURE READY

75%

OF SENIOR LEADERS SAY THEIR BUSINESS IS NOT READY FOR WHAT'S NEXT¹. IS YOURS?

FUTURE READY MEANS, YOU'VE GOT THIS!

- You'll adapt easily and succeed quickly, whatever the opportunity or challenge.
- You'll stay relevant and valued, whatever the shift or disruption.
- You'll move forward and grow stronger, whatever the pressure or competition.

WHEN YOU BECOME FUTURE READY, YOU GET LUCKY.

The Roman philosopher Seneca said, luck is what happens when preparation meets opportunity.

The world of work is changing rapidly and irrevocably. Connectivity, automation, innovations, and major societal shifts are creating new futures of work². What once made workplaces successful simply won't anymore.

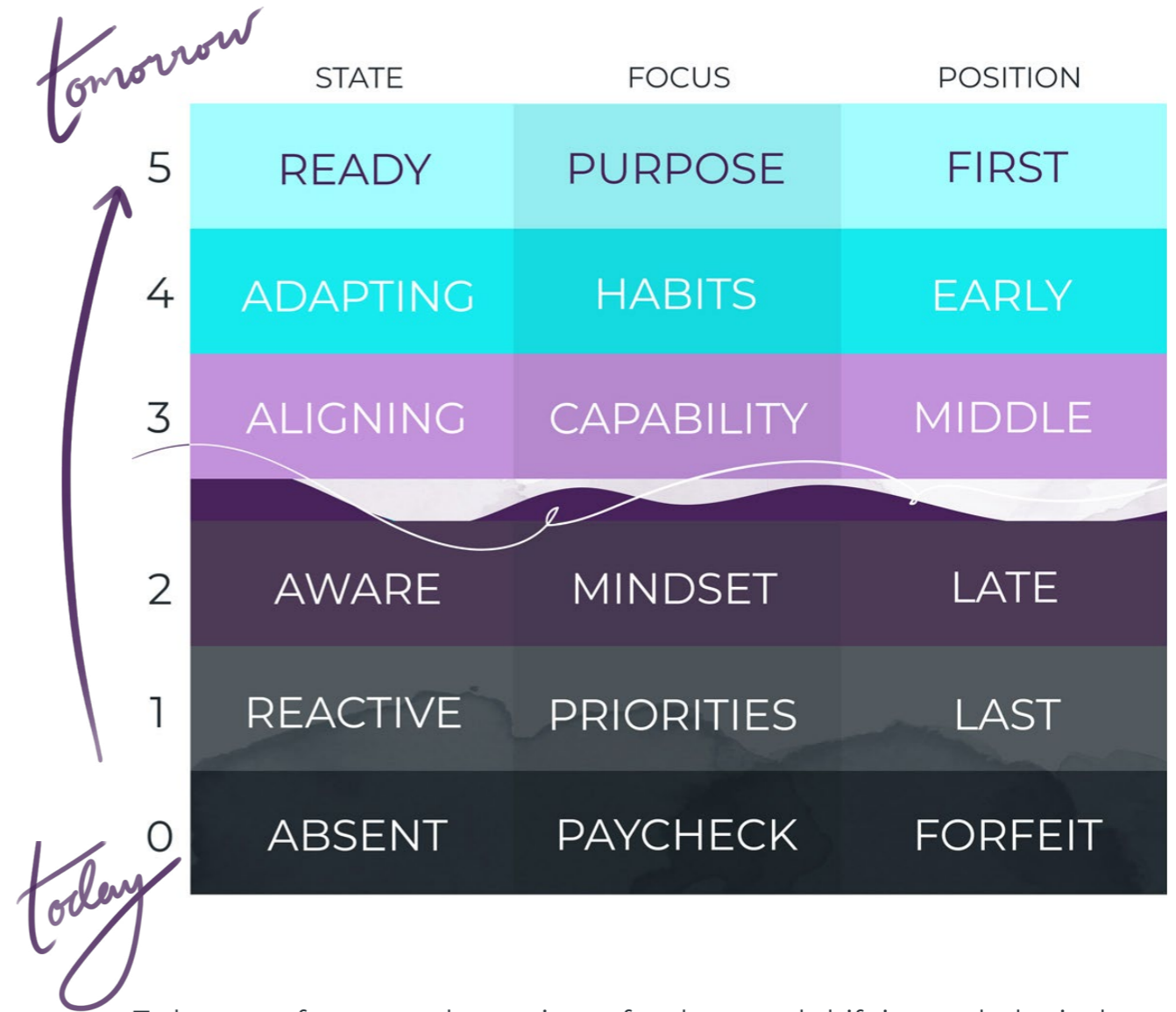
The future belongs to the ready: those who do the work now, to prepare for the opportunities ahead. So, take a page out of Seneca's book and get lucky: become future ready!

CURIOUS?

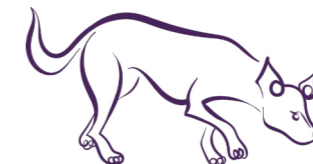
CLICK TO LEARN MORE



THE 5 STATES TO FUTURE READY



To become future ready requires a fundamental shift in psychological state, from reactive to ready (with a few states in between). To shift state, we first shift our focus from today's priorities to tomorrow's purpose (again, with a few foci in-between!). When we achieve this state shift, the outcome is a shift in our future position: from last to first.



www.drkellywindle.com

FROM REACTIVE TO READY

Kelly helps you elevate and align organisational capability by shifting the psychology keeping your business slow, stuck, or falling behind.

BUSINESSES ARE PRIMED TO BECOME *REACTIVE*.

Most businesses are built on yesterday:

- We trained leaders in yesterday's key skills.
- We designed teams to deliver yesterday's work.
- We implemented processes to support yesterday's goals.
- We created cultures grounded in yesterday's expectations.

Most businesses are failing to align to tomorrow:

- Key skills change; leadership practices do not.
- Team interactions evolve; team structures do not.
- Goals and strategies shift; processes and resources do not.
- Workforces flex and expectations change; culture does not.

SHIFT GEARS AND PRIME YOUR BUSINESS TO BECOME FUTURE READY.

Kelly advises on how to move from reactive to ready, by preparing your organisational capability and culture to meet tomorrow's opportunities.

*To become future ready is
to let go of our attachment to
how things are now,
in order to position ourselves for
the possibilities ahead.*

-Dr Kelly Windle

CURIOUS?

Watch Kelly's
YouTube video
outlining why you
should become
future ready.

CLICK TO WATCH



WORK WITH KELLY

KELLY'S SUPERPOWER IS ALIGNING PEOPLE CAPABILITY TO BUSINESS STRATEGY.

WHEN TO WORK WITH KELLY

Leaders seek Kelly's advice when their business is becoming stuck, slow, or stalled. This indicates a misalignment between today's work and the future of work. Misalignment creates an ever-widening gap between capability and strategy, risking future business performance and sustainability.

If you're the pilot mid-flight, think of Kelly as your people-performance specialist in mission control. She's there analysing future trends in how we work, alerting you to capability-strategy divergence risks, and advising you on optimal flight path planning.

Her goal: to help you fly forward faster!

HOW TO WORK WITH KELLY

STRUCTURED ADVISORY

- Offering you four guided programs that target specific organisational capability challenges: growth, transformation, redesign, and retention. Typically delivered over 3 months per program.

OPEN ADVISORY

- Supporting you on a range of organisational capability challenges, keeping both the pace and nature of support flexible. Typically delivered ad-hoc via half or full day sessions.

FUTURE READY EXPERIENCES

- Short programs to get you and your team started. Typically delivered as one-off engagements.

DR. *Kelly* WINDLE

DEEP.

EMPATHETIC.

EMPOWERING.



ALIGN CAPABILITY TO THE FUTURE

When I was a little girl, I loved maze gardens. I would pick an entrance and race down my chosen path, mapping the twists and turns, encountering dead ends, eliminating options, and ultimately reaching the maze centre as fast as possible! Then I'd pick another entrance and play again.

If I were to build an organisational capability maze with 'future ready' at the centre, this maze would have four entrances:

- Two entrances would represent aspects of capability: ability and capacity.
- Two entrances would represent perspectives of an organisation: people and systems.

CAPABILITY = ABILITY + CAPACITY.

There are two parts to organisational capability, and each must be aligned to the future to become future ready. Ability is an organisation's collective skills and knowledge: what we need to do and think to succeed in future. Capacity is the extent to which abilities are enabled: how much focus and support we need to succeed in future.

ORGANISATION = PEOPLE + SYSTEMS.

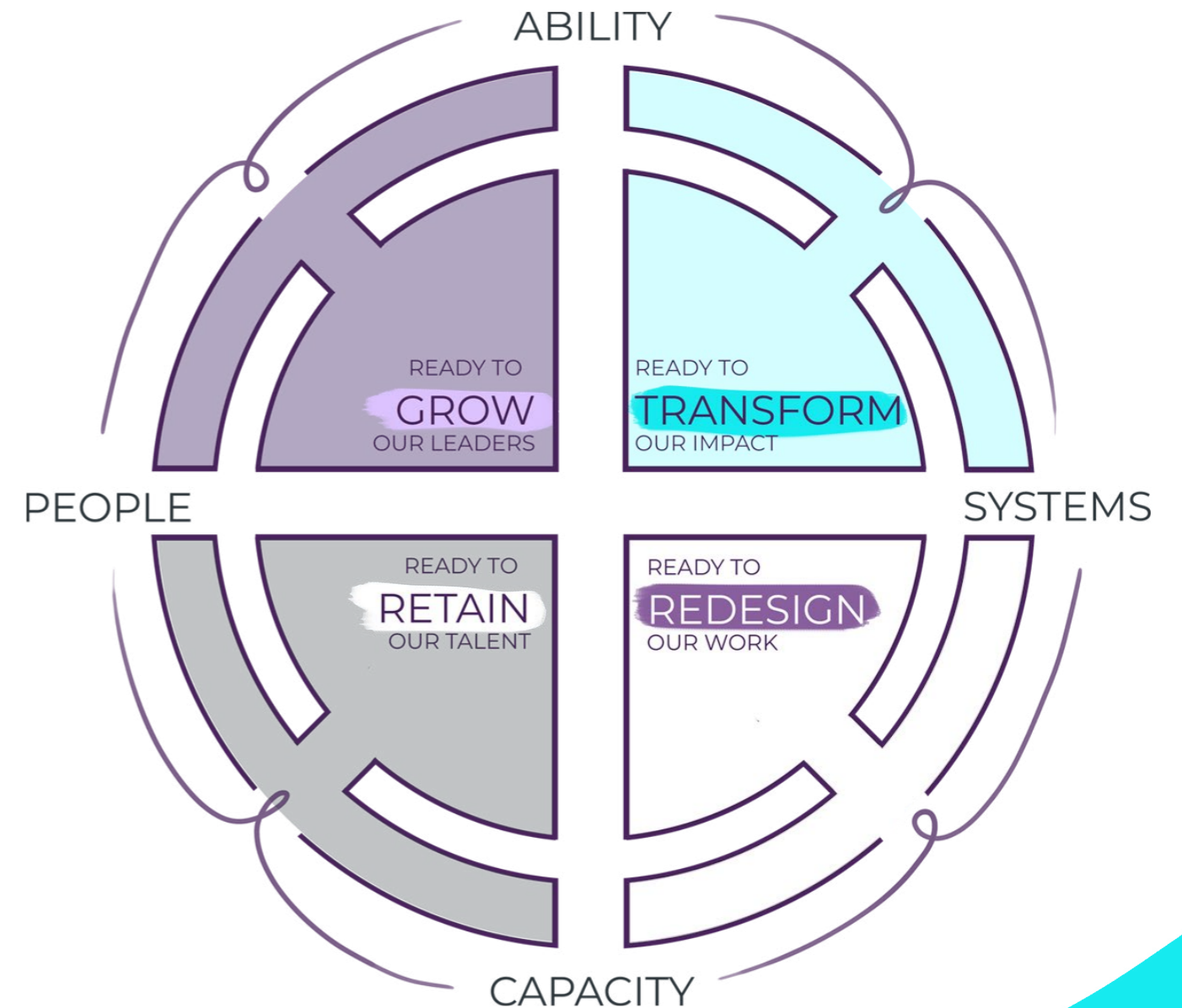
Organisations are coordinated systems of people. Capability development can be approached from a systems perspective, where we consider the processes and practices guiding individual actions, or from a people perspective, where we consider the decisions and behaviours guiding group actions.

FUTURE READY FOCUS MAP

To choose your entrance to the organisational capability maze, ask yourself:

- What's keeping your business reactive: ability or capacity?
- What's delaying your business from adapting: people or systems?

Plot your answers on the future ready focus map to see where you might start to become future ready – then read on for how Kelly can assist you.



AND FOCUS HERE...

FOCUS CAPABILITY ALIGNMENT ON WHAT YOU WANT TO BECOME READY FOR.

While all four entrances into the organisational capability maze help you to become future ready, the one you choose depends on what you want to become ready for:

p. 15 GROW.

If you want your business to stretch, focus on developing Abilities in People. Usually, this requires focus on aligning leadership capability to future needs.

p. 17 TRANSFORM.

If you want to shift the impact of your business, focus developing Abilities in Systems. Usually, this requires focus on aligning managerial capability to future needs.

p. 19 REDESIGN.

If you want to change how work is done in your business, focus on developing Capacity in Systems. Usually, this requires focus on aligning strategic capability to future needs.

p. 21 RETAIN.

If you want your business to remain attractive, focus on developing Capacity in People. Usually, this requires focus on aligning cultural capability to future needs.

READY?
OK!



GROW

ALIGN LEADERSHIP COMPETENCIES, CONTRIBUTIONS, AND CAREERS.

Many leaders don't even realise how reliant they've become on long-held mindsets, dated skills, and default behaviours. These leadership habits may serve well when it's business-as-usual, but when you have a new strategy or operating context these habits must be reset and levelled-up, or they will stall business growth.

When your business is ready to grow, you need your leaders to become future-focused change agents who work with you to reimagine what's possible. This starts with reimagining their leadership, by doing the work required to become future ready.

YOUR BUSINESS CHALLENGE

A new strategy or changes in how we work mean that our current leadership capability is misaligned or insufficient to guarantee sustainable future success.

ASK KELLY FOR ADVICE

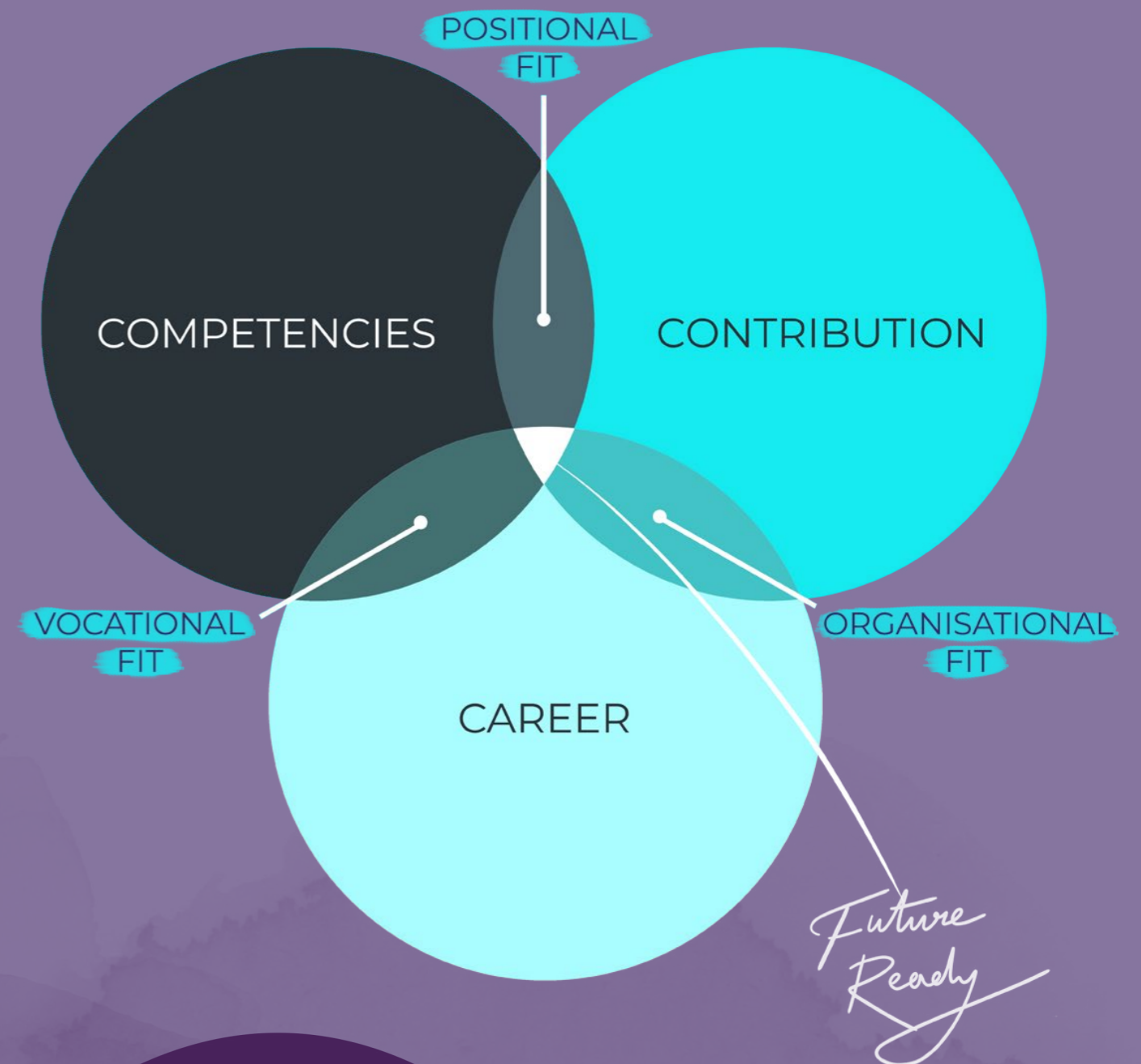
Help our leaders to level-up and become future ready.

PERFECT WHEN

Your leaders are engaged and supportive of your business strategy, but you need them to level-up their capability to i) execute and ii) engage others in the future.

AREAS OF FOCUS

- The future of leadership, critical competencies, and how to rapidly develop these.
- Shifting leadership accountability from today's results to tomorrow's growth.
- How to elevate leadership contributions via role design.
- How to optimise leader engagement and organisational fit via career design.
- How to leverage talent development experiences for business growth.



TRANSFORM

ALIGN PURPOSE, PEOPLE, PRIORITIES, AND PROCESSES

It's tempting to adopt a tell-and-train approach to transformational change. However, transformation goes beyond physical change management. It requires you to fundamentally shift the psychology of your organisation – especially if you want change to stick.

When business transformation is your focus, you need your people to become system re-engineers who can unlock new ways of collaborating within and across teams. This requires them to learn and unlearn how work gets done, and to experiment and extract new outcomes from working together.

YOUR BUSINESS CHALLENGE

We're shifting and innovating faster than ever and need to ensure our people remain engaged contributors without becoming overwhelmed, disconnected, or burning out.

ASK KELLY FOR ADVICE

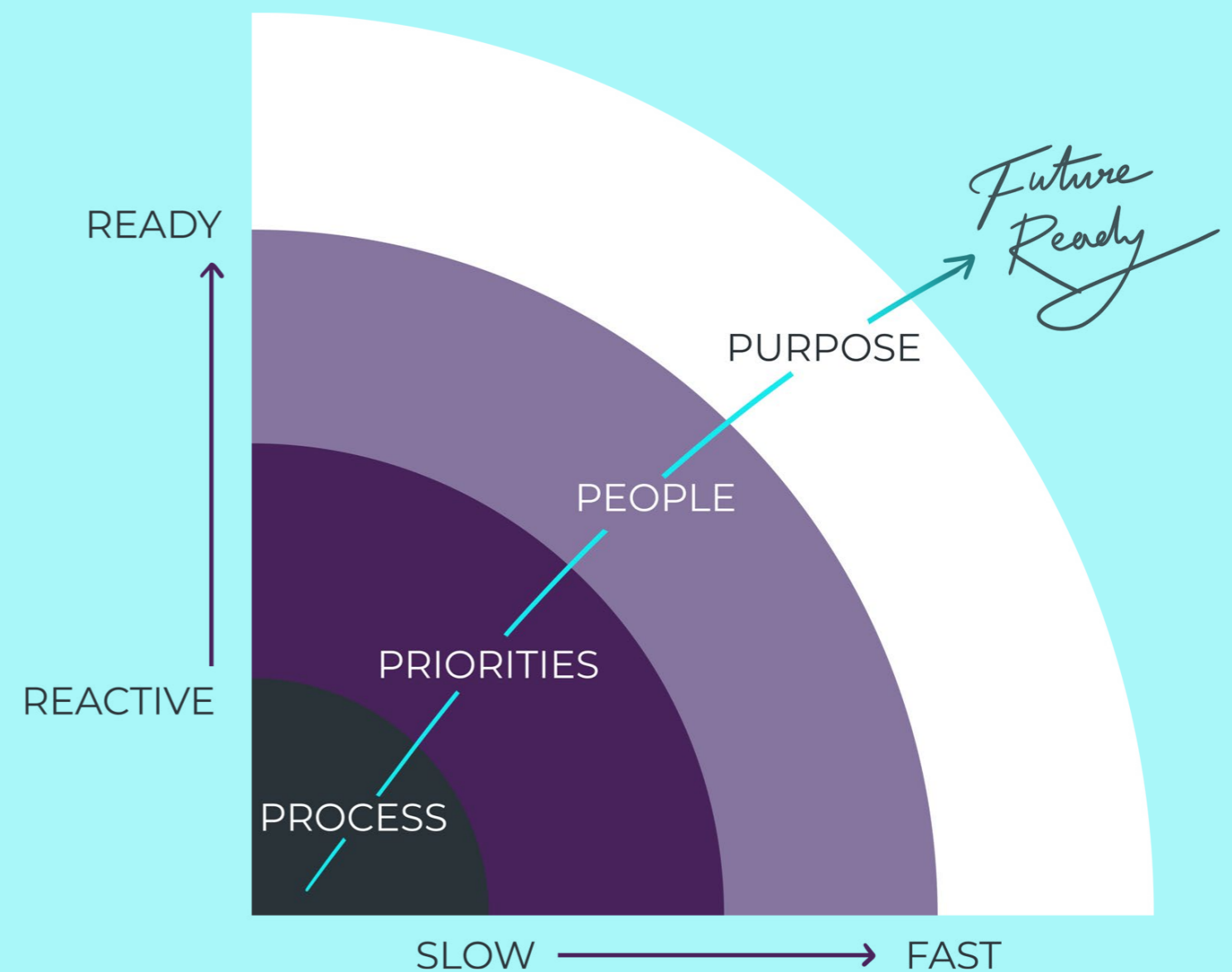
Help us to shift the psychology of our business such that our people are proactive contributors to change.

PERFECT WHEN

Your organisation has a clear business growth or transformation strategy in place, and to execute this you need an organisational capability strategy to match.

AREAS OF FOCUS

- The psychology of transformation and how to activate change.
- Shifting the goal of capability development from acquisition to application.
- How to reimagine excellence, without facing change resistance or fatigue.
- How to replace tell-and-train with involve-and-inspire change leadership.
- How to level-up meaning and motivation at work, via purpose alignment.



REDESIGN

ALIGN STRATEGY, CAPABILITY, AND STRUCTURE.

Over the next decade, 100% of work roles in Australia will experience fundamental task change³ and up to 46% of current work activities could become automated⁴. Time spent in collaboration is up 50%⁵ and we now have five generations co-existing in the workplace.

How we work together has changed and will change further. To navigate this, we must support people to shift from process-repeaters to process-innovators, and from individual-contributors to impact-transformers. Redesigning work is no longer optional; it's a must-do.

YOUR BUSINESS CHALLENGE

Our current structures and ways of working together are full of friction or driving old objectives, instead of empowering people to do awesome work.

ASK KELLY FOR ADVICE

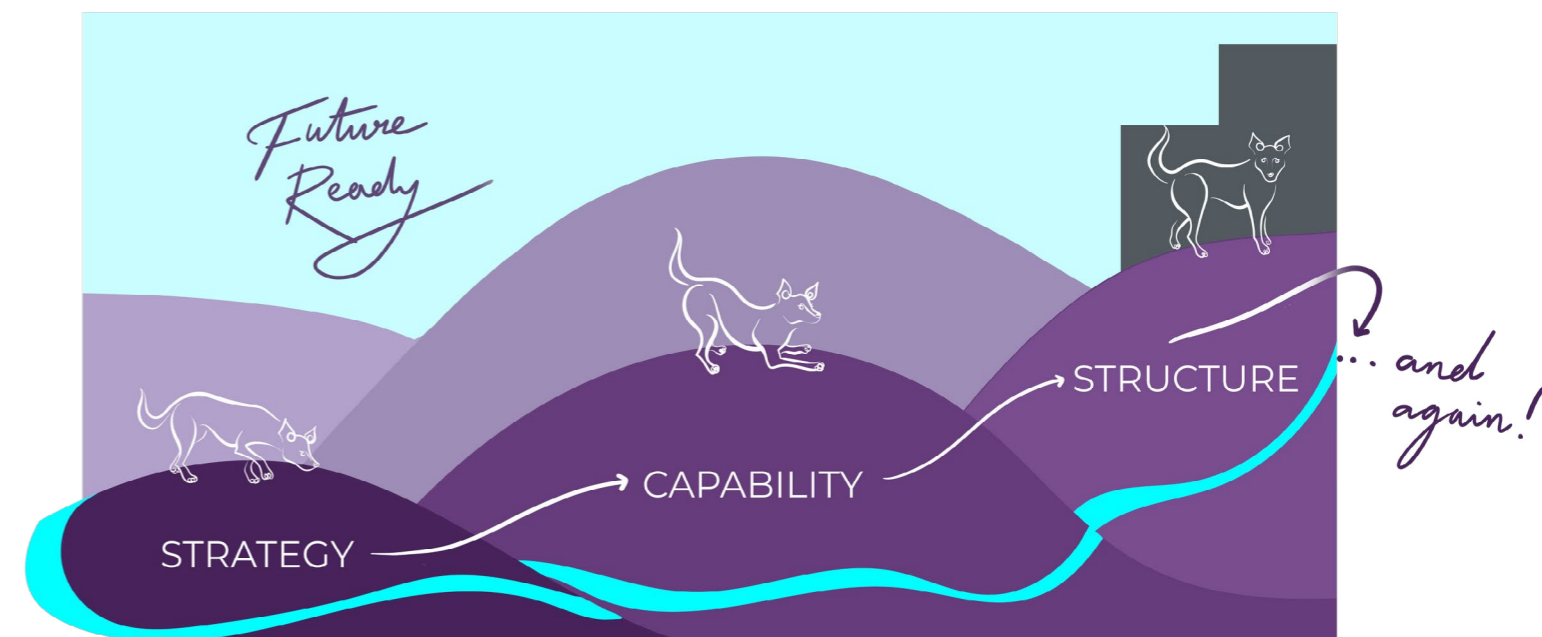
Help us design teams, roles, and development pathways that facilitate rapid learning and higher performance.

PERFECT WHEN

Your business or function has a base of technical or operational capability, which you want to leverage for greater impact.

AREAS OF FOCUS

- The future of work, organisational design, and how to structure teams for the future.
- Shifting succession planning from talent list management to business design forecasting.
- How to unlock new capabilities in teams, via role design.
- How to unlock new ways of collaborating across teams, via structure design.
- How to create learning organisations and high-collaboration cultures.



RETAIN

ALIGN EXPECTATION, EXPERIENCES, AND EVENTS.

Cultures at work have long defined and differentiated businesses. In future, they will elevate or eliminate them. If we're not asking, 'how are we replacing command with collaboration, and control with connection?', then we will quickly find ourselves ignored by talent, overlooked by partners, and overthrown by competitors.

With nearly 60% of Australians planning to change organisations in the next year⁶, your employees need more than a paycheck to hand you their loyalty. They need experiences that create shared meaning and satisfaction.

YOUR BUSINESS CHALLENGE

We're losing great people and need to increase retention and attraction by creating places where people are inspired to work purposefully toward a shared future.

ASK KELLY FOR ADVICE

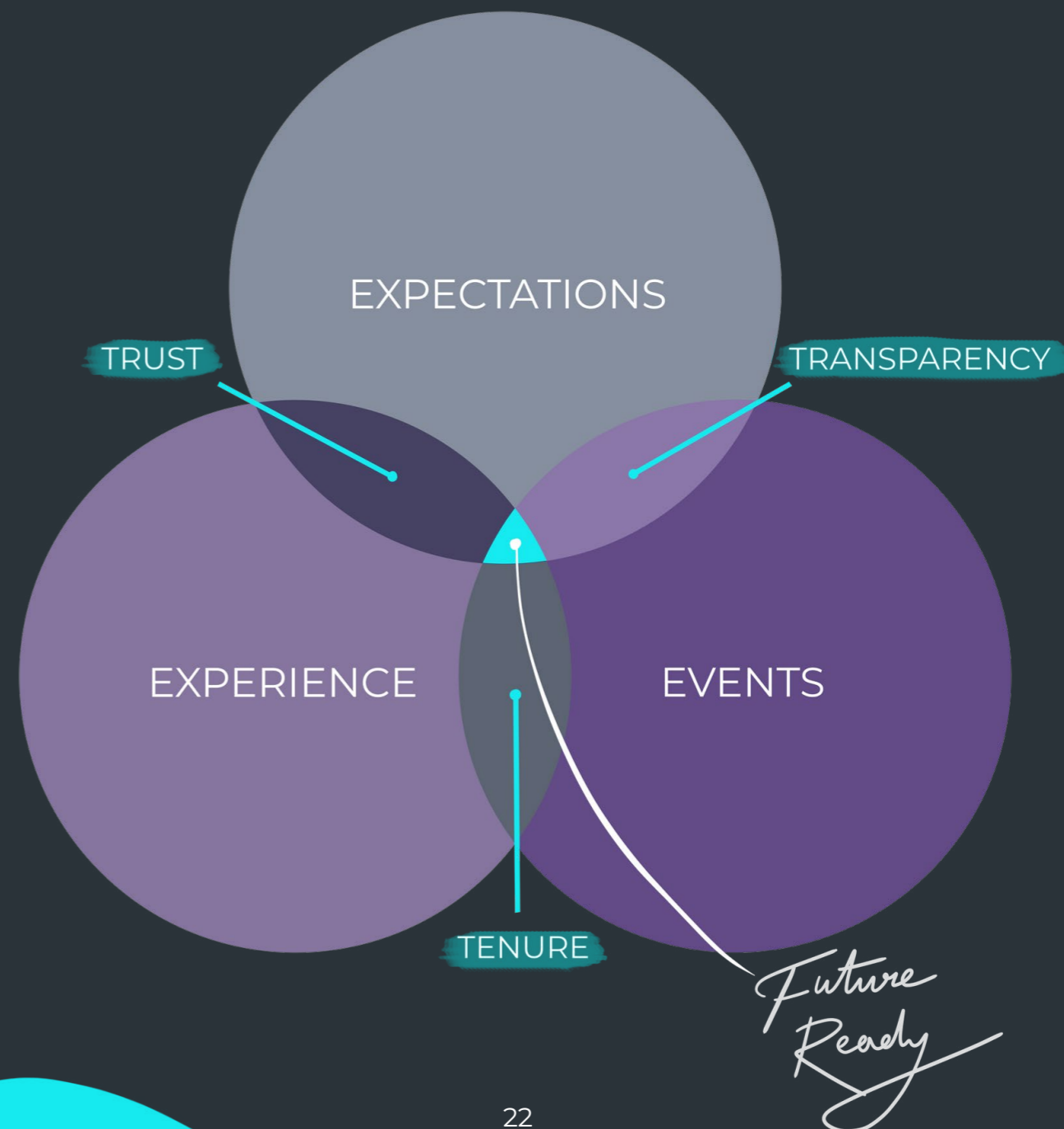
Help us develop an organisation that is purpose-led and high on trust and collaboration, to which people aspire to belong.

PERFECT WHEN

Your organisation has clear company values, and your executive lead team views culture as a leadership accountability.

AREAS OF FOCUS

- The drivers of employee engagement and retention, and how these are changing.
- Shifting the leadership conversation from culture as an engagement scorecard to culture as a business sustainability strategy.
- How to build healthy cultures that facilitate belonging, contribution, and growth.
- How to create employee experiences that attract and integrate multi-generations at work.
- How to have conversations that inspire people to stay and engage in meaningful work together.



FUTURE READY EXPERIENCES

PERFECT FOR

Bringing your team together to start working on the challenge of how to become future ready, or as a part of a larger leadership conference or development program.



KEYNOTES

A WAY TO SPARK THE FUTURE

Kelly is a speaker on the topics of leadership, culture, and change. Her keynotes are thought-provoking, funny, and topical explorations of what it takes to become future ready. Invite Kelly to speak with your lead team or leadership group, to inspire your people to move forward faster into a shared future.

TOPICS: Visit Kelly's website Speaking page.

TIMEFRAME: Up to 90mins, customised.

DELIVERY FORMAT: In-person or virtual.

[CLICK TO LEARN MORE](#)

FUTURE READY CHALLENGE

A MINI LEADERSHIP DEVELOPMENT PROGRAM

Your challenge, should you choose to accept it... is to learn something new, connect with someone new, and play with a new idea, every week for 30, 60 or 90 days! Over a series of weeks, Kelly guides and galvanises your leaders to reshape their leadership habits to become future ready. Includes both group and self-guided learning activities.

GROUP SIZE: 20 to 200+

TIMEFRAME: 30, 60, or 90 days.

DELIVERY FORMAT: Virtual.

[CLICK TO LEARN MORE](#)

HABIT HACKATHON

A CULTURE DEVELOPMENT EVENT

Kelly facilitates a fast and fun process that gets people diving deeply and quickly into the problems that keep us from becoming future ready. Leaders and teams bring their own ideas and insights on becoming future ready and join this high-intensity experience. Together, they collaborate to create a cultural habits playlist. Playlists are then pitched to the room and people vote on the habits they want to invest in for your organisation's future success.

GROUP SIZE: 20 to 200+

TIMEFRAME: Half or full day

DELIVERY FORMAT: In person.

[CLICK TO LEARN MORE](#)

START HERE

1. REVIEW

Answer these two questions:

- What's keeping your business reactive: ability or capacity?
- What's delaying your business from adapting: people or systems?

2. FOCUS

Plot your answers on the Future Ready Focus map (p. 12) to identify the capability focus area you might start with:

- Grow your leadership capability
- Transform your managerial capability
- Redesign your strategic capability
- Retain through your cultural capability

3. ACT

Book a Possibility Call with Kelly.

[CLICK TO BOOK](#)



DR KELLY WINDLE

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REFERENCES

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- ⁶ 2023 LinkedIn Talent Solutions. The future of recruiting 2023: Australia & New Zealand edition.

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