

Curriculum Vitae for Peter Howie

Peter has a long and abiding passion for developing effective adult development programs. The action research nature of the programs he delivers means that Peter is able to continually tweak and fine-tune the programs, improving them year after year. Applying this philosophy, he has developed and delivered the Leadership in Action program for organisations such as the Office of Public Service and Merit and Brisbane City Council, and has extensive experience running both Strategic Leaders programs and Toolkits for Queensland Education. Peter has been working in the public sector since 1992 as a consultant and has developed a reputation for being able to design and deliver practical, workable development solutions in a wide variety of areas. He has a Bachelor of Science and is currently part way through completing a Masters in Education and plans to undertake a PhD program in Adult Education at Griffith University.

Peter is currently delivering coaching for principals and other EQ staff and other Qld Public Service staff. He has a Leadership and Organisational Coaching program that runs throughout the year and is attended by school Principals and other executives from the public sector and is a cost effective form of coaching.

Until recently he was active in designing and running year-long deep learning leadership programs in the Qld Public Sector. The Education Queensland program 'Strategic Leaders' (SLP) has been delivered by Peter for nearly 7 years. He still runs the Cape York Strategic Leaders Program which is a collaboration between EQ, the Cape York Institute and The Indigenous Schooling Support Unit (ISSU). All these programs had a significant coaching quotient both during and following the programs. Specialising in deep learning leadership programs for the Qld Public Service, he ran residential and non-residential programs for EQ and other public servants for 10 years. For example for Housing, Emergency Services, Natural Resources and Mines, Primary Industry, Environment Protection Agency.

Education

- Bachelor of Science 1975 ANU
- Computer Programming Diploma 1985 MBC Sydney
- Psychodrama Certification 1999 Perth
- Trainer Educator Practitioner – psychodrama 2006 – Brisbane

Experience

Director H & H Developments 1985 – 1992
Director, Macquarie House Pty Ltd, 1993 to 2007
Director of Training, Moreno Collegium, 2007 to date

Proven Track Record in this arena

- Design and conduct of workshops in

- Team building with Executive Management Teams (usually two to three day residential workshops or regular meetings weekly, monthly or quarterly as appropriate) in Universities and Public Service Departments
- Leadership in Action to change the leadership culture of the Queensland Public Service
- Strategic Planning workshops with Executive Management Teams
- Coaching of senior executives in their leadership function and their management function
- Group work for agricultural advisors
- Management Development for middle level, executive officers
- Group work for professionals in health and allied health fields
- Organisational change and group dynamics: Grabbing the bull by the horns or twisting its tail and other useful approaches!
- Leadership in Action to change the leadership culture of the Queensland Public Service: a comprehensive approach that is practical, is an intervention in itself, and draws on action research methodology (approximately 40 of these programs).
- Strategic Leaders Programs for Education Queensland (approx 170 Principals)
- Leadership toolkits for education Queensland (approx 15 programs)
- Papers
 - Chapter on Group Work in text book *Counselling in Australia*
 - Journal Article “Ladder of Inference”, ANZPA Journal 2007
 - Journal article “Sociodrama for organisational change” ANZPA Journal 2008
 - Thesis: Peer Groups the emerging story, 1999

Recent Developments

Peter has a great capacity to enjoy working with others to understand and clarify what they have created for themselves and what motivates them. He brings passion and care to the work he does with individuals and groups. Peter has a long and abiding commitment to developing outrageously refreshing adult development programs. He crafts carefully and delivers with aplomb. Peter has applied this way of working when he developed and delivered the Leadership in Action program for organisations such as the Office of Public Service and Merit and Brisbane City Council, and has extensive experience running both Strategic Leaders programs and Toolkits for the Education Department. Peter has been working in the public sector since 1992 as a consultant and has developed a reputation for being able to design and deliver practical, workable development solutions in a wide variety of areas. He has a Bachelor of Science and is currently part way through completing a Masters in Education as part of a plan to undertake a PhD program in Adult Education at Griffith University. He is a qualified Psychodrama trainer, educator and practitioner. He is the current president of the Australian and New Zealand Psychodrama Association Inc. Peter has worked and trained hard and attained the qualification of Psychodrama Trainer, Educator and Practitioner. This process took all up around 7 years of

supervised training and practice. He received expert and specific training in coaching and working one on one with individuals. He loves his craft and he loves his art. He has been running experiential development groups since 1993. As the Director of Training for the Moreno Collegium for Human Centred Learning, Research and Development he is responsible for the curriculum development of the training programs for group work, psychodrama, sociodrama, sociometry and role training and their application to organisations and people. He also works as a community and organisation developer and co-parents to two teenagers.