

THE S CURVE REPORT / LEARNING & CAPABILITY / AUSTRALIA

Top 20 Heads of L&D to follow in Australia

The learning and capability leaders shipping programmes across Australian banks, retailers, miners, insurers, professional services firms and private employers. What each one has built and why they are worth a follow.



Selected on public evidence, from AITD, HR Awards and Brandon Hall to the programmes each leader runs. Presented A-Z. By Steve Glaveski.

20 PROFILES / PRIVATE + ASX + MULTINATIONAL / A-Z

Why Heads of L&D set the pace

FROM THE EDITOR

Every board wants a workforce that can adapt. That brief lands on the Head of Learning, Capability or L&D.

The Head of L&D owns the programmes that turn strategy into skills. When that person ships academies, pathways and frontline learning with clear measures, teams move. When learning stays a catalogue of courses, teams stall.

I spend a lot of time with enterprise teams who want change and get stuck on capability. The organisations that move fastest share a pattern. Their learning leader picks a first programme, funds it, measures it in promotion, hours, safety or revenue, and then goes again.

This report profiles 20 Australian Heads of L&D and capability leaders at private companies, ASX-listed groups and multinationals with more than 200 people in Australia. The list is unranked and presented A-Z. Read how they sequence the work, then follow them. Their next moves will show where enterprise learning goes in 2027.

How we chose the list

We built a source pool from AITD Excellence Awards 2025 and 2026, Australian HR Awards Best L&D winners, AHRI and LearnX recognition, Brandon Hall Australia winners, National HR Summit L&D speakers and media searches for Heads of Learning, Capability and L&D at employers with roughly 200 or more people. We kept private companies, ASX-listed corporates and multinationals. We excluded public sector, government-owned entities and NFPs. We assessed leaders on awards, public voice and shipped programme evidence, then selected 20 to profile. This is an independent assessment from public sources. Past Collective Campus client work did not influence inclusion. Inclusion is not an endorsement.

Awards & recognition

AITD, Australian HR Awards, AHRI, Brandon Hall, LearnX and other named industry recognition tied to the leader or their programme.

Public voice

Distinct 2025 and 2026 interviews, keynotes, podcasts, summit stages and public posts on learning and capability.

Programme evidence

Named L&D or capability programmes in production, with published results on scale, promotion, hours, safety or dollars where available.

Roles were checked against public sources in October 2026. Anyone who had left, retired or moved out of an L&D seat was excluded. Pure CHROs stay out unless they are clearly the public face of learning and capability. Selection criteria and limits sit on the methodology page. Profiles appear A-Z by surname.



Steve Glaveski

FOUNDER, COLLECTIVE CAMPUS / EDITOR, THE S CURVE

02

The 20 at a glance

Twenty leaders across private, ASX and multinational employers, listed A-Z. Each is worth a follow on LinkedIn and a listen when they take the stage.



Thomas Bailey
OFX



Sue Borhan
Cater Care



Cinzia Braghin
Accenture



Samantha Campbell
PwC Australia



Tom Cooper
Telstra



Ian Crowhurst
Origin Energy



Amanda El Bahou
Qantas



Michelle Fichmann
Ramsay Health Care



Michelle Gibson
BHP



Yvette Gilhooly
Westpac



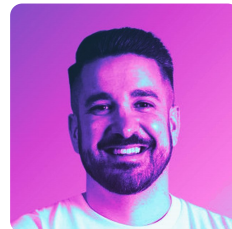
Nadia Golenkova
NTI



Gemma Hirst
Grant Thornton Australia



Bella Lough
KPMG Australia



Gordon MacDonald
Woolworths Group



Mark McLaren
Bunnings



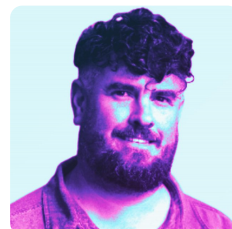
Kristin Miller
Macquarie Group



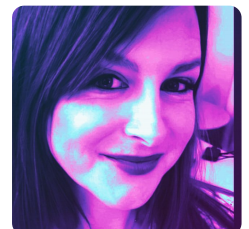
Genaea O'Byrne
Amazon



Matthew Peade
TFE Hotels



Colin Sargent
QBE



Grant Schmidlechner
NAB

The list in numbers

These are the results the 20 leaders and their organisations have reported in public.

962

leaders completed Ramsay Australia Leadership Academy pathways

86%

promotion rate on TFE Hotels ACADEME People Leaders Program

535+

AI badges issued in Grant Thornton's capability uplift

1,100+

Ramsay leaders targeted through Academy cohorts by end 2026

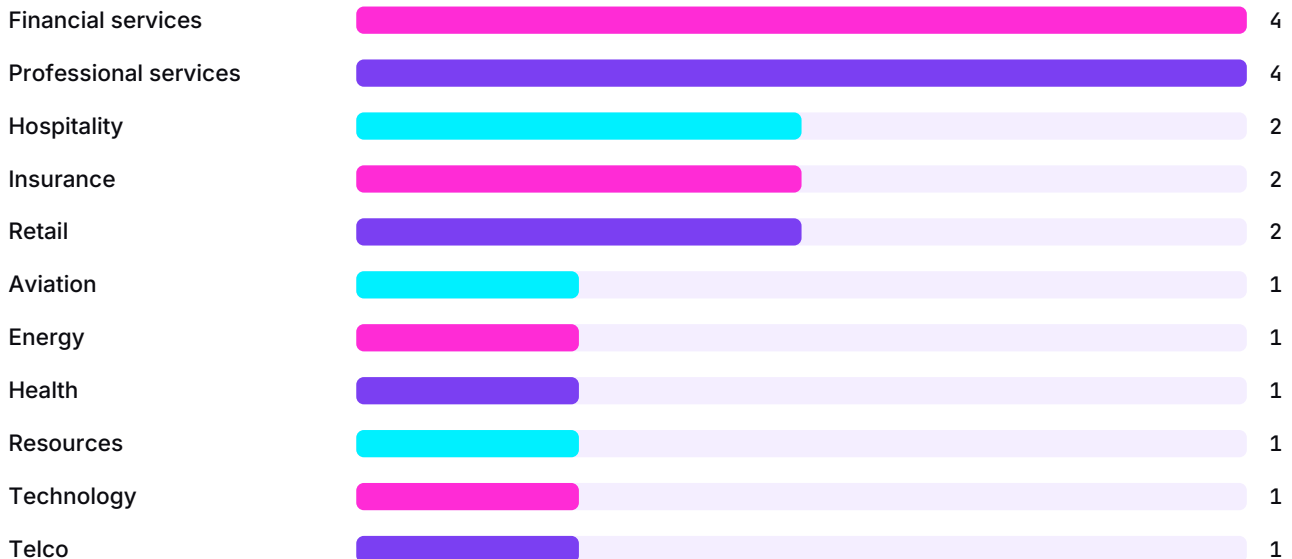
300

graduates from TFE Hotels People Leaders Program

1,200+

members in Grant Thornton's internal AI community

Where they work



Recognition

Michelle Fichmann's Ramsay Academy won Brandon Hall Gold for Best Leadership Development Program in 2026. Matthew Peade's ACADEME won AITD Best Leadership Development in 2025. Jemma Hirst's AI Capability Uplift won AITD Best Capability Building in 2026. Thomas Bailey was AITD L&D Professional of the Year in 2025. Sue Borhan was the 2026 Professional of the Year runner-up.



OFX

Thomas Bailey

Head of Learning and Development, OFX

NOW

Thomas is Head of Learning and Development at OFX, the ASX-listed payments group with about 700 people globally and headquarters in Sydney. He shapes capability for a hybrid, multi-market workforce.

TRACK RECORD

AITD named him L&D Professional of the Year in 2025 for performance-focused development and community leadership. He hosts the Rogue L&D podcast, serves on the AITD NSW council after a term as NSW President, and speaks at the National HR Summit. Earlier he was Group Head of Capability at Blackmores.

NEXT

He keeps pushing L&D toward measurable performance, not training-room theatre, while growing the AU L&D community.

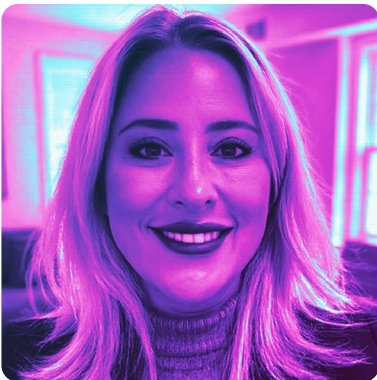
"Driving real performance through meaningful development - not just training room exercises."

THOMAS BAILEY, AITD 2025 L&D PROFESSIONAL OF THE YEAR CITATION

RECOGNITION

- AITD 2025 Dr Alastair Rylatt Award for L&D Professional of the Year
- AITD NSW council (former NSW President)
- National HR Summit 2026 L&D speaker
- Rogue L&D podcast host

SECTOR / FINANCIAL SERVICES



CATER CARE

Sue Borhan

General Manager, People & Talent Capability, Cater Care

NOW

Sue is General Manager, People & Talent Capability at Cater Care, a private Australian catering and facilities group with more than 2,700 people nationally. Her remit covers learning, talent, First Nations capability and workforce experience for a dispersed frontline.

TRACK RECORD

She designed the EDGE Leadership Program and the Chefs' Culinary Masterclass Series, and prepared teams for aged care reform. AITD's 2026 profile cites earlier culture and inclusion work for about 21,500 staff at NSW Police and global capability frameworks at BGIS. She was runner-up for AITD L&D Professional of the Year in 2026.

NEXT

She keeps lifting capability in frontline and remote hospitality settings that traditional L&D often underserves.

RECOGNITION

- AITD 2026 Dr Alastair Rylatt Award for L&D Professional of the Year, runner-up

SECTOR / HOSPITALITY



ACCENTURE

Cinzia Braghin

Head of ANZ Learning, Accenture

RECOGNITION

→ No formal award listed. Selected on public programme evidence and search signal.

SECTOR / PROFESSIONAL SERVICES

NOW

Cinzia is Head of Learning for Accenture in Australia and New Zealand, a role she has held since August 2022. Accenture's ANZ operations sit well above the 200-employee threshold and seat thousands of consultants and specialists.

TRACK RECORD

She owns the ANZ learning agenda for a global professional services firm, covering how people build client-delivery skills locally while staying aligned to Accenture's global capability model. Detailed public programme write-ups under her name remain thin in the open-web sources used for this report.

NEXT

She keeps aligning ANZ learning with Accenture's global capability model and the skills local client work demands.



PWC AUSTRALIA

Samantha Campbell

Head of Learning, Leadership & Talent Development, PwC Australia

RECOGNITION

→ No formal award listed. Selected on public programme evidence and search signal.

SECTOR / PROFESSIONAL SERVICES

NOW

Samantha leads learning, leadership and talent development at PwC Australia. She took the combined Head of Learning, Leadership & Talent Development title in December 2025 after a period as Head of Leadership & Talent Development.

TRACK RECORD

Public posts reference Senior Manager Talent Summit work and leadership partnerships. Earlier career steps include Oceania talent development leadership at EY and global leadership learning roles. Firm-wide programme metrics under her current title remain thin in open press.

NEXT

She keeps connecting learning, leadership and talent so PwC Australia grows partners and managers from a single agenda.



TELSTRA

Tom Cooper

Head of Learning, Telstra

NOW

Tom is Head of Learning at Telstra. He leads the Learning Leadership team that shapes technical learning strategy alongside Telstra's broader capability agenda.

TRACK RECORD

Public posts show him hiring into the learning leadership team for fixed-term portfolio leads that support technical learning. Telstra was a runner-up at AITD 2026 for its Leading with Operational Excellence Celebrity Booking Station simulation; personal attribution of that programme to Tom is not confirmed in the sources used here.

NEXT

He keeps building learning leadership capacity so technical and operational capability move together.

RECOGNITION

- Telstra org: AITD 2026 Best Use of Gamification or Simulation runner-up (personal attribution unconfirmed)

SECTOR / TELCO



ORIGIN ENERGY

Ian Crowhurst

Head of Future Capability & Talent, Origin Energy

NOW

Ian is Head of Future Capability & Talent at Origin Energy. He leads enterprise learning, talent and organisational development for a team of about 5,300 as the energy transition reshapes roles.

TRACK RECORD

He leads Origin's Future Directions programme, which helps Eraring Power Station workers reskill, upskill and move into new roles as the plant prepares to close. Powering Skills Organisation and ECD Online have featured the work. He also speaks on what drives organisational learning strategy in energy.

NEXT

He keeps building transition pathways so people leave coal-era roles with options, not only exits.

RECOGNITION

- Powering Skills Organisation case study
- ILP Learning Impact Summit contributor

SECTOR / ENERGY



QANTAS

Amanda El Bahou

Head of Group Learning & Development, Qantas

NOW

Amanda is Head of Group Learning & Development at Qantas, a role she has held since July 2025. The Qantas Group cites about 30,000 team members across its operations.

TRACK RECORD

She previously served as Senior Manager Group Learning & Development, Group Learning Technology Manager and Functional Lead for Workday Learning. Her remit covers workforce learning, capability, leadership and learning technology. Named programme metrics under her Head title are still building in open press.

NEXT

She keeps aligning Group L&D with how a national carrier trains safety, service and leadership at scale.

RECOGNITION

→ No formal award listed. Selected on public programme evidence and search signal.

SECTOR / AVIATION



RAMSAY HEALTH CARE

Michelle Fichmann

General Manager, Organisational Development & Learning, Ramsay Health Care

NOW

Michelle leads organisational development and learning at Ramsay Health Care in Australia, a private hospital group with about 35,000 people across 70 facilities. She owns the enterprise Leadership Academy that gives leaders at every level a shared CARE leadership language.

TRACK RECORD

The Academy launched in 2024 with Ignite, Empower, Amplify, Inspire and Transform pathways. Impact International reports 962 leaders completed a programme, more than 500 waitlisted, a 20% rise in leadership confidence, and 74% of managers seeing positive behaviour shifts. Ramsay is targeting more than 1,100 leaders through 57 cohorts by the end of 2026. Brandon Hall Group awarded the Academy Gold for Best Leadership Development Program in 2026.

NEXT

She keeps scaling the Academy so every leadership level shares the same foundations while hospitals keep running.

RECOGNITION

→ Brandon Hall Group Gold 2026, Best Leadership Development Program (Ramsay Australia Leadership Academy)

→ National HR Summit 2026 L&D speaker

SECTOR / HEALTH



BHP

Michelle Gibson

Head of Learning and Development, BHP

NOW

Michelle is Head of Learning and Development at BHP, based in Melbourne. BHP's Minerals Australia workforce alone exceeds 9,500 employees and contractors, with a global workforce above 80,000.

TRACK RECORD

She has held the Head of L&D role since December 2021 after leading Mastery and Training. She is closely associated with the FutureFit Academy, which draws new-to-industry and non-traditional learners into mining pathways. The Academy won World Federation of Colleges and Polytechnics recognition and has been covered in BHP news and AusIMM forums.

NEXT

She keeps pressing for inclusive learning environments where safety, competence and confidence land together.

"It is an incredibly inclusive place to learn, and I think that's one of the things I am most proud of."

MICHELLE GIBSON ON BHP FUTUREFIT ACADEMY (BHP NEWS)

RECOGNITION

- FutureFit Academy WFCP awards recognition (team)
- AusIMM TLS speaker

SECTOR / RESOURCES



WESTPAC

Yvette Gilhooly

Head of Learning, Data Digital & AI, Technology & Chief Transformation Office, Westpac

NOW

Yvette is Head of Learning for Data, Digital & AI, Technology and the Chief Transformation Office at Westpac. She champions performance programmes that improve customer outcomes through capability inside a major Australian bank.

TRACK RECORD

She previously led capability for Institutional Bank and Enterprise Functions. Public posts show her completing Westpac Data and Digital Capability Uplift pathways, including Digital Ways of Working and Leading with Data, and she now designs those pathways for others.

NEXT

She keeps building digital and AI learning pathways for technology and transformation teams so the bank ships capability with its change agenda.

RECOGNITION

- No formal award listed. Selected on public programme evidence and search signal.

SECTOR / FINANCIAL SERVICES



NTI

Nadia Golenkova

Head of Learning & Capability, NTI

RECOGNITION

- No formal award listed. Selected on public programme evidence and search signal.

SECTOR / INSURANCE

NOW

Nadia is Head of Learning & Capability at NTI, Australia's specialist transport and logistics insurer. NTI reported 527 employees as at June 2025 and is privately owned by IAG's CGU and Suncorp's Vero.

TRACK RECORD

She started the role in August 2025 and has been hiring Learning & Capability Partners while shaping the function. Earlier roles included Head of Learning & Capability posts in construction and merchant businesses. Shipped programme metrics under her NTI title are still early in open press.

NEXT

She keeps standing up learning and capability for a specialist insurer that serves a safety-critical industry.



GRANT THORNTON AUSTRALIA

Jemma Hirst

Head of Digital Capability & Enablement, Grant Thornton Australia

NOW

Jemma leads digital capability and enablement at Grant Thornton Australia, a firm of more than 1,600 people. She builds role-based pathways so partners and staff use AI tools with confidence and clear guardrails. Public materials also style the role as Head of Tech Training.

TRACK RECORD

The AI Capability Uplift programme mixes live training, on-demand resources and an AI Badges scheme. AITD's 2026 write-up cites more than 535 badges issued, an internal AI community of more than 1,200 members, hackathons and Copilot productivity signals. AITD named it Best Capability Building Program in 2026. She has spoken on the HR Leader podcast and at the National HR Summit.

NEXT

She keeps expanding badge pathways and communities of practice so AI use stays people-led, not top-down.

RECOGNITION

- AITD 2026 Best Capability Building Program (AI Capability Uplift Program)
- HR Leader podcast, August 2026
- National HR Summit 2026 L&D speaker

SECTOR / PROFESSIONAL SERVICES



KPMG AUSTRALIA

Bella Lough

Head of Learning, KPMG Australia

NOW

Bella joined KPMG Australia as Head of Learning in April 2026. She owns enterprise learning and leadership capability for the Australian partnership.

TRACK RECORD

She previously led Learning & Development for Ericsson across South East Asia, Oceania and India for more than five years, covering future skills, sales enablement, leadership and cultural transformation across a 12-country market. KPMG programme evidence under her name is still early given the start date.

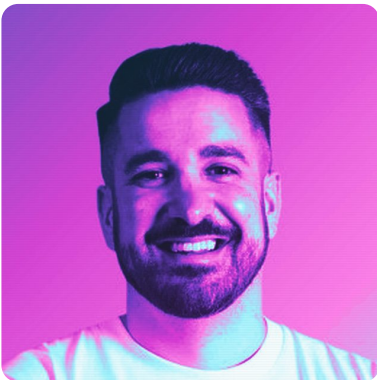
NEXT

She is learning the KPMG Australia business and setting the learning agenda for partners and staff.

RECOGNITION

→ No formal award listed. Selected on public programme evidence and search signal.

SECTOR / PROFESSIONAL SERVICES



WOOLWORTHS GROUP

Gordon MacDonald

Head of Learning and Growth, Woolworths Group

NOW

Gordon is Head of Learning and Growth at Woolworths Group. Careers materials describe transforming learning for a team of about 200,000 across frontline and support-office roles in one of Australia's largest private employers.

TRACK RECORD

His remit covers the learning strategy and roadmap that builds workforce capability at Group scale, including skills and AI-enabled ways of working for supermarket and retail teams. Specific shipped programme metrics under his name remain thin in open press.

NEXT

He keeps pushing learning that produces measurable business outcomes for supermarket and retail teams at Group scale.

RECOGNITION

→ No formal award listed. Selected on public programme evidence and search signal.

SECTOR / RETAIL



BUNNINGS

Mark McLaren

Head of Talent & Capability (OD) AUNZ, Bunnings

NOW

Mark leads talent and capability for Bunnings across Australia and New Zealand, part of Wesfarmers. He ties hiring, learning, coaching and progression to a shared skills language for a large retail workforce.

TRACK RECORD

Public posts describe Learning Festival sessions for support-centre teams with more than 1,000 attendees and high engagement. He speaks on skills-first capability at industry forums including the 2026 Learning & Development Forum.

NEXT

He keeps connecting capability to customer experience so skills show up on the shop floor, not only in the LMS.

"Capability connects when skills become the common language for how people are hired, developed, coached, progressed and feel included."

MARK MCLAREN, LEARNING & DEVELOPMENT FORUM 2026 KEYNOTE (CONNECT MEDIA / L&D)

RECOGNITION

- Learning & Development Forum 2026 speaker
- Mi3 Australia conversation on Bunnings learning

SECTOR / RETAIL



MACQUARIE GROUP

Kristin Miller

Global Head of Capability & Leadership Development, Macquarie Group

NOW

Kristin rejoined Macquarie in August 2026 as Global Head of Capability & Leadership Development. Macquarie employs about 19,100 people globally, with Macquarie Bank's Australia and New Zealand headcount above 8,600.

TRACK RECORD

She brings more than 28 years in HR and people leadership across capability, leadership development, talent and culture. People Matters ANZ covered her return as a boomerang appointment more than 20 years after she first joined Macquarie. Programme metrics under her name are still early given the start date.

NEXT

She is settling the global capability and leadership agenda for Macquarie's next chapter.

RECOGNITION

- Appointment coverage, People Matters ANZ, August 2026

SECTOR / FINANCIAL SERVICES



AMAZON

Genaea O'Byrne

Learning and Development Lead, Asia Pacific and Middle East, Amazon

NOW

Genaea leads learning and development for Amazon operations across Asia Pacific and the Middle East. She spoke at the National HR Summit 2026 on building leadership capability and future skills.

TRACK RECORD

Her background spans manufacturing, mining, energy, automotive and technology across the region, covering talent, capability, organisational effectiveness and workforce design. At Amazon she focuses on leadership capability that supports operations delivery.

NEXT

She keeps tying L&D to the skills operations leaders need on the floor, not only in the classroom.

RECOGNITION

→ National HR Summit 2026 L&D speaker

SECTOR / TECHNOLOGY



TFE HOTELS

Matthew Peade

Director of Learning & Organisational Development, TFE Hotels

NOW

Matthew leads learning and organisational development at TFE Hotels. He runs ACADEME, the group's leadership academy, with leaders developing leaders through real work rather than off-the-shelf courses alone.

TRACK RECORD

The People Leaders Program is a 12-month blend of on-the-job business-change projects, mentoring and peer learning, and formal sessions led by leaders across the business. Learning Uncut reports about 300 graduates and an 86% promotion rate. AITD named ACADEME Best Leadership Development Program in 2025.

NEXT

He keeps building the hospitality leadership pipeline so hotels promote from within with a shared practice.

RECOGNITION

→ AITD 2025 Best Leadership Development Program (ACADEME People Leaders Program)

→ Learning Uncut podcast guest, February 2026

SECTOR / HOSPITALITY



RECOGNITION

→ ANZIIF People and Talent Development Advisory Council member

SECTOR / INSURANCE

QBE

Colin Sargent

Regional Head of Learning and Modernisation Capability, QBE

NOW

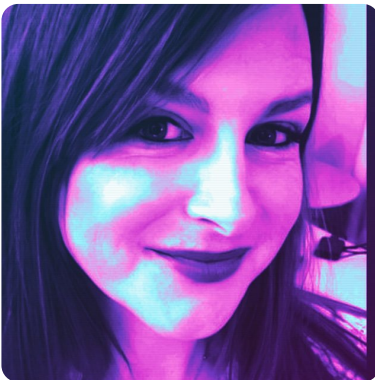
Colin is Regional Head of Learning and Modernisation Capability at QBE. QBE's Australia RAP materials cite about 3,500 people across Australia.

TRACK RECORD

ANZIIF lists him on its People and Talent Development Advisory Council and describes him as leading scalable capability programmes that help people perform and adapt. He brings more than 20 years in insurance across Europe and Australia Pacific. Named shipped programme metrics under his title remain light in open press.

NEXT

He keeps modernising learning so QBE's Australian workforce can adapt as the insurer changes.



RECOGNITION

→ NAB org: AITD 2026 Best Learning Culture runner-up (personal attribution unconfirmed)

SECTOR / FINANCIAL SERVICES

NAB

Grant Schmidlechner

Head of Enterprise Capability, NAB

NOW

Grant is Head of Enterprise Capability at NAB. He works on employee and leadership capability, learning culture and C-suite influence across a major Australian bank.

TRACK RECORD

Earlier roles covered enterprise-wide learning impact measurement and executive dashboards inside NAB's talent and learning function. NAB's Risk, Conduct and Compliance learning was an AITD 2026 Best Learning Culture runner-up with BSI Learning; personal attribution to Grant is not confirmed in the sources used here.

NEXT

He keeps tying enterprise capability to how the bank measures learning impact.

In their words

Public quotes we could verify for leaders on this list. Empty quote fields stay empty elsewhere in the report.

"Driving real performance through meaningful development - not just training room exercises."



Thomas Bailey

Head of Learning and Development, OFX

"It is an incredibly inclusive place to learn, and I think that's one of the things I am most proud of."



Michelle Gibson

Head of Learning and Development, BHP

"Capability connects when skills become the common language for how people are hired, developed, coached, progressed and feel included."



Mark McLaren

Head of Talent & Capability (OD) AUNZ, Bunnings

05 What the best Heads of L&D do differently

Read the 20 profiles side by side and five habits keep showing up.

01 Ship academies with a shared language

Michelle Fichmann's Ramsay Academy gives every leadership level the same CARE foundations. Matthew Peade's ACADEME has leaders teaching leaders through real hotel projects.

SEEN IN

Ramsay Health Care, TFE Hotels

02 Measure promotion, hours and confidence

TFE reports an 86% promotion rate from People Leaders. Ramsay reports a 20% confidence lift and manager-observed behaviour shifts. Grant Thornton publishes badge and community counts for its AI uplift.

SEEN IN

TFE Hotels, Ramsay, Grant Thornton

03 Put learning where the work is

Ian Crowhurst's Future Directions work sits beside Eraring workers facing transition. Mark McLaren ties skills language to how Bunnings hires, coaches and progresses people.

SEEN IN

Origin Energy, Bunnings

04 Build inclusive pathways into hard industries

Michelle Gibson's FutureFit Academy brings new-to-industry learners into mining with safety and confidence as the bar. Sue Borhan designs EDGE and culinary pathways for frontline hospitality and care sites.

SEEN IN

BHP, Cater Care

05 Stay public so peers can follow

Thomas Bailey hosts Rogue L&D and won AITD Professional of the Year. Jemma Hirst takes Grant Thornton's AI uplift to HR Leader and the National HR Summit stage.

SEEN IN

OFX, Grant Thornton

The question to take back to your team

Which capability programme could your people pitch, ship and measure in the next 90 days? Every leader in this report started with one.

How we chose the list

Public evidence only, gathered in October 2026. The Top 20 is unranked and presented A-Z.

● AITD, HR Awards, AHRI, LearnX, Brandon Hall and summit/media source pool

77+

● Keep Heads of L&D / Learning / Capability at employers with AU remit 200+

eligible pool

● Keep private companies, ASX-listed corporates and multinationals

commercial cut

● Exclude public sector, government-owned entities and NFPs

ownership filter

● Exclude roles left, retired or under 200 headcount

eligibility filter

● 20 profiles published in this report (A-Z)

20

SELECTION CRITERIA

Awards & recognition

AITD Excellence Awards, Professional of the Year, Australian HR Awards Best L&D, Brandon Hall Gold and LearnX recognition tied to the leader or their programme.

Public voice

Distinct 2025 and 2026 news, interviews, keynotes, podcasts, summit stages and the leader's own posts on learning and capability.

Programme evidence

Named L&D or capability programmes in production, with published results on promotion, hours, safety, engagement or scale where available. AI is not required.

We used those three criteria to select who makes the Top 20. We do not publish a ranked score table or a 1-20 order. Names just outside the cut sit under Also on our radar. This report is an independent assessment from public sources. Past Collective Campus client work did not influence inclusion. Inclusion is not an endorsement of Collective Campus.

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The full list

A-Z DIRECTORY

All 20 profiles in alphabetical order by surname, plus others worth watching on the commercial radar.

LEADER	ORGANISATION	SECTOR	WHY FOLLOW
Thomas Bailey	OFX	Financial services	AITD 2025 L&D Professional of the Year and host of the Rogue L&D podcast.
Sue Borhan	Cater Care	Hospitality	AITD 2026 L&D Professional of the Year runner-up; EDGE Leadership and culinary capability for 2,700+ staff.
Cinzia Braghin	Accenture	Professional services	Head of ANZ Learning at Accenture since August 2022.
Samantha Campbell	PwC Australia	Professional services	Head of Learning, Leadership & Talent Development at PwC Australia.
Tom Cooper	Telstra	Telco	Head of Learning at Telstra, leading the Learning Leadership team and technical learning strategy.
Ian Crowhurst	Origin Energy	Energy	Enterprise capability for Origin's ~5,300 team, including Future Directions reskilling around Eraring.
Amanda El Bahou	Qantas	Aviation	Head of Group Learning & Development at Qantas for a Group of about 30,000 team members.
Michelle Fichmann	Ramsay Health Care	Health	Ramsay Australia Leadership Academy: 962 leaders completed, with published confidence and behaviour shifts.
Michelle Gibson	BHP	Resources	Head of L&D for BHP; FutureFit Academy built as an inclusive pathway into mining roles.
Yvette Gilhooly	Westpac	Financial services	Head of Learning for Westpac's data, digital, AI, technology and transformation populations.
Nadia Golenkova	NTI	Insurance	Head of Learning & Capability at NTI (527 employees), building the L&C function since August 2025.
Jemma Hirst	Grant Thornton Australia	Professional services	AI Capability Uplift: 535+ badges, 1,200+ community members, AITD 2026 Best Capability Building win.
Bella Lough	KPMG Australia	Professional services	Head of Learning at KPMG Australia from April 2026, after leading Ericsson L&D across SE Asia, Oceania and India.
Gordon MacDonald	Woolworths Group	Retail	Head of Learning and Growth for Woolworths Group's ~200,000-person team.
Mark McLaren	Bunnings	Retail	Skills-first talent and capability across Bunnings Australia and New Zealand, including Learning Festival at scale.
Kristin Miller	Macquarie Group	Financial services	Global Head of Capability & Leadership Development at Macquarie (ASX:MQG), rejoined August 2026.
Genaea O'Byrne	Amazon	Technology	Regional L&D lead for Amazon operations leadership capability across APAC and the Middle East.
Matthew Peade	TFE Hotels	Hospitality	ACADEME People Leaders Program: about 300 graduates and an 86% promotion rate.
Colin Sargent	QBE	Insurance	Regional Head of Learning and Modernisation Capability at QBE Australia (~3,500 people).
Grant Schmidlechner	NAB	Financial services	Head of Enterprise Capability at NAB, shaping learning culture and leadership capability.



ALSO ON OUR RADAR

Also worth following: Hannah Ryan (Versent), Sejal McNicol (IPH Limited), Danielle Fraillon (Deloitte Australia), Vanessa Blewitt (NAB), Ari Shinta (Commonwealth Bank (verify AU remit)), Kim Garner (TFE Hotels) and Andrew Lawson (The Learning Zone).

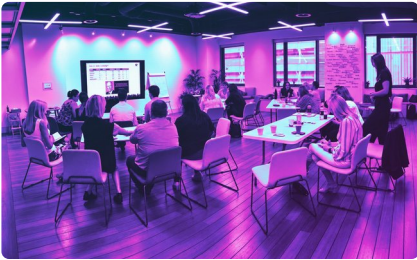
LIMITS

Public information only, as at October 2026. Quiet programmes without press coverage stay out. Media coverage favours leaders who appear in English-language press. Awards favour entrants. Quotes come only from published interviews and the leaders' own public posts. We do not invent quotes. Photos are public press and event images with a consistent colour treatment, or monogram placeholders when no usable headshot was found.

What we do

Building high performance teams for the AI world

We help forward-thinking companies adopt AI across their value chain, cutting costs, saving time, boosting reach and driving real revenue growth.



CORE

AI Training

Put AI to work in the day to day. A hands-on workshop that takes a team from "we should probably use this" to shipping real work with AI, safely and without the hype.

SPRINT

AI Design Sprints

A compressed design sprint where AI is a tool in research, ideation and prototyping. Your team leaves with a tested concept and a clear decision.

GOVERN

AI Governance

Give your whole organisation the guardrails to use AI safely, and your leaders the operating model to govern it, grounded in the frameworks regulators, auditors and customers now expect.

AI ERA

Critical Thinking

As AI drafts, decides and answers for us, the muscle of independent thinking is quietly wasting away. This workshop rebuilds it, so your team can use AI without outsourcing their judgment.

TEAMS

Psychological Safety

Google studied 180 teams and found one thing mattered most: whether people felt safe to speak up. This workshop builds that candour, risk-taking and learning, without ever lowering the bar.

ALSO AVAILABLE

Design Thinking, Customer Experience, Lean Startup and Product, Productivity, Agile and Talks.

Workshop case studies

Hands-on workshops and design sprints that leave teams with skills, decisions and owners.

INKEROS

Two-day AI design sprint for an omnichannel sales organisation

Challenge: Inkeros (600+ people across Canada and the US) had too many plausible directions for AI-assisted hiring, with stakeholders quietly optimising for different outcomes and no shared way to choose. Outcome: a two-day Lean Design Sprint in Toronto forced clarity fast. Pre-work brought evidence into the room. The team left with one prioritised, evidence-backed direction everyone had built and bought into, plus follow-on tooling to measure impact.

CLIENT

Inkeros

NAB

Customised data science workshops

Challenge: upskill portfolio managers so they could use customer data more effectively in the day to day. Outcome: Collective Campus ran workshops in Bayesian modelling and causality using R. Participants left able to pull stronger insights from their data and apply the methods shown.

CLIENT

NAB

AGL ENERGY

Lean Startup workshop for the retail team

Challenge: upskill retail-team employees in rapid experimentation and lean startup. Outcome: participants practised how to run lean experiments at AGL and clear internal roadblocks. Session feedback was strongly positive.

CLIENT

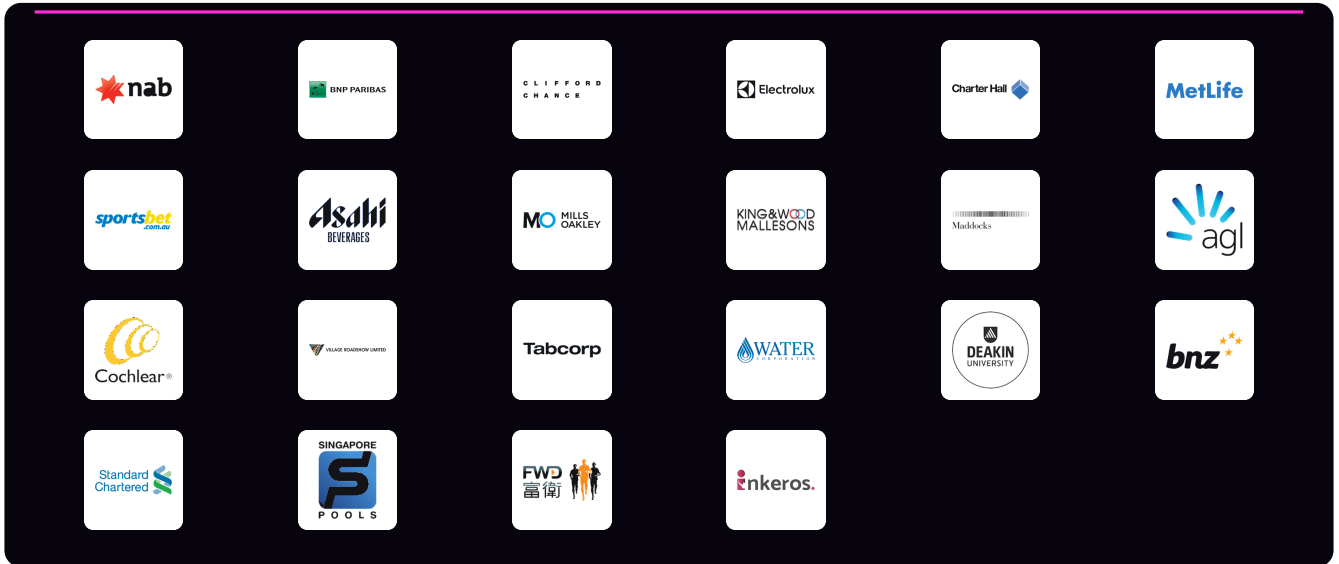
AGL Energy

Companies we've worked with

CLIENTS & QUOTES

Banks, insurers, law firms and ASX leaders have brought us in to get new work done.

SELECTED CLIENTS



WHAT THEY SAID



We're delighted to have partnered with Collective Campus to create Australia's first accelerator program for property technology start-ups. They brought together the right network, focus, energy, structure and support mechanisms to make this program a remarkable success not only for Charter Hall but importantly for the participating start-ups.



Aidan Coleman
CTO
CHARTER HALL



Working with Collective Campus allowed us to test a new concept and build up a business case. Through multiple prototyping sessions, our team gained key insights around the validity of the problem, solution and business model. This helped us gain clarity and confidence around how to better serve our target market.



Brenton Charnley
Head of Innovation
METLIFE



The legacy lives on from the lean startup training our innovation team did with Collective Campus. They now question everything, see things through a different lens and have started to spread that approach throughout the business.



Leslie Barry
Head of Innovation
SPORTSBET



Feedback received has been overwhelmingly positive. Leaders have admitted to having their eyes opened and thinking challenged, seeing this as an opportunity to be more innovative in how we respond to and add value for our customers.



Amy Hollings
Organisational Development Project Lead
YARRA RANGES COUNCIL



Collective Campus delivers a dynamic and engaging training program.



Sean Hanrahan
Innovation Program Manager
GREATER WESTERN WATER

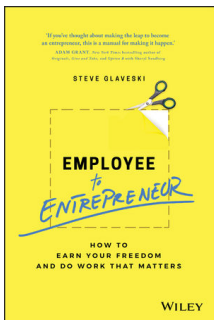
Coverage that reaches the rooms where decisions get made.



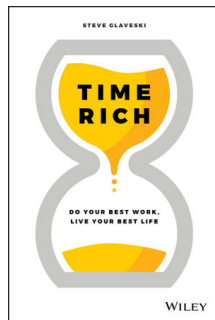
Steve is a Harvard Business Review contributor and an SXSW speaker, and hosts 500+ episodes of the Future Squared podcast.

Books

Steve Glaveski, Collective Campus founder, has published five books, including two with Wiley.



Employee to Entrepreneur (Wiley, 2019). How to earn your freedom and do work that matters.



Time Rich (Wiley, 2020). Do your best work, live your best life.



Lemonade Stand: From Idea to Entrepreneur (2019). A children's picture book on spotting problems and testing ideas.



The Innovation Manager's Handbook, Vol 1. Free ebook (110+ pages) on innovating inside a large organisation.



Vol 2: Float Like a Corporate, Sting Like a Startup (2017). Paid paperback and Kindle follow-up.

About Collective Campus

AND STEVE GLAVESKI

Collective Campus is an Australian corporate innovation firm. Steve Glaveski founded it in 2015 and still leads workshops himself as founder and head facilitator.



Steve Glaveski

Founder · Head Facilitator, Collective Campus / Editor, The S Curve

Founder of Collective Campus and one of Australia's most-published voices on innovation. Steve has spent 15 years helping the world's biggest companies think and move like startups, and he leads workshops himself.

What we are known for

100+ startups incubated, worth \$2.5B combined today. 100+ global corporations' innovation strategies shaped.

Steve is a two-time Wiley-published author, a Harvard Business Review contributor, an SXSW speaker and host of 500+ Future Squared podcast episodes.

In 2018, Collective Campus ranked Australia's 20 most innovative companies on the S&P/ASX 200 for the Australian Financial Review. The AFR published the list as Innovate or die: Australia's 20 most innovative companies.

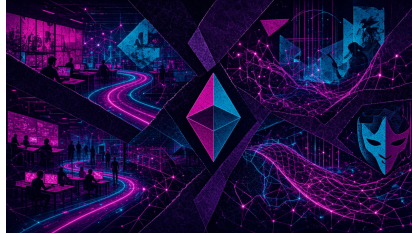
"Working with Collective Campus allowed us to test a new concept and build up a business case. Through multiple prototyping sessions, our team gained key insights around the validity of the problem, solution and business model. This helped us gain clarity and confidence around how to better serve our target market."

BRENTON CHARNLEY, HEAD OF INNOVATION AT METLIFE

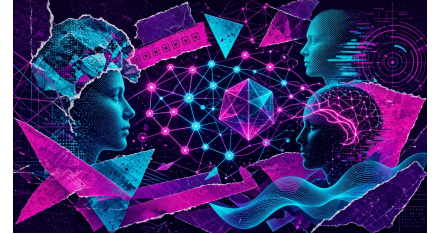
Named-account AI stories for the leaders who run AI programmes across Australian and APAC enterprise.



Walmart's AI and fulfillment push boosts CPG brand discovery



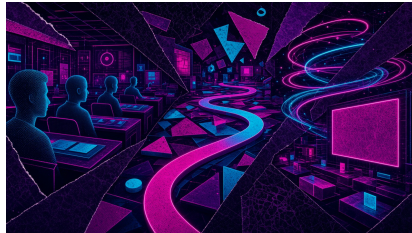
CBA's CAIO booked A\$200m. The scam agents are the other half.



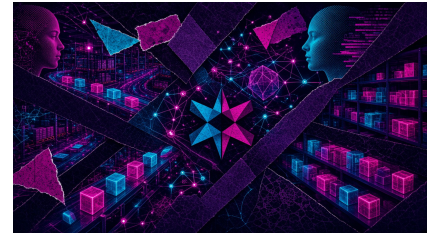
New IBM CHRO Study: AI Puts Critical Thinking at the Center of Workforce Priorities



AGL builds AI agent for security architecture reviews



Westpac's CAIO just put the training numbers on the ASX



Ant International Pushes AI Agents Into Payments and Treasury

NEWSLETTER

Subscribe to The S Curve weekly newsletter

Steal the playbook from the teams getting AI and innovation work done across Australian and APAC enterprise.



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Method

Commercial L&D source funnel (AITD, HR Awards, Brandon Hall, LearnX, Summit/0media); ownership filter private+ASX+multinational; AU 200+ headcount; selected October 2026; published A-Z unranked
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15

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