



### **Miles Browne-Cooper Consultant**

#### **Qualifications**

- Bachelor of Psychology
- Master of Applied Psychology (Organisational)
- Certificate III Investigation Services
- Licensed Investigator (No. 58365)

#### **Publications**

- Browne-Cooper, M. (2010). A Daily Diary Study of Work Engagement, Affective Well-Being and Job Characteristics Using the Job Demands-Resources Model. Murdoch University Press.
- Browne-Cooper, M. (2002). Factors Affecting Risk Tolerance in Financial Investment Decision-Making. Murdoch University Press.

#### **Biography**

Miles Browne-Cooper is a Consultant with the Emergency Support Network with a Masters Degree in Organisational Psychology. Miles focuses on finding solutions to people problems in the workplace at the individual, group, and organisational level through the provision of training and consultancy services. This includes acting in a one-on-one coaching/advisory capacity, coaching to resolve staff issues and substandard performance, addressing behavioural issues at work, assisting with workplace conflict resolution, assessing culture and developing improvement interventions where necessary, addressing issues of diversity, bullying and harassment, job design, and reviewing and guiding HR practices and processes to ensure these support and promote optimal conditions for employee performance and retention.

Over the past ten years Miles has worked both within, and more recently consulted to, a broad range of organisations including mining, industrials, professional services, commercial operations, not-for-profits, and government entities. In recent times Miles has delivered a range of employee and organisation level initiatives and improvements across a diverse client base. Areas in which Miles has particularly enjoyed achieving results include:

- Mediation and dispute/conflict resolution
- Coaching for management and leadership capability/career development
- Team functioning assessments and workshops
- Organisational strategic planning
- Culture assessment and change
- Investigations
- Workshops on topics including organisational values, bullying and harassment, and team building initiatives
- Design and implementation of performance management and review systems
- Recruitment and selection for management and leadership roles
- Psychometric assessments
- General HR advice

Building authentic relationships and working collaboratively with clients means Miles can tailor solutions to best meet a clients' particular goals. Miles takes a scientific and practical approach to ensure tangible change is delivered. Having undertaken extensive research into employee engagement, Miles is well equipped to assist individuals and organisations alike optimise the workplace experience.