



Leah Donovan
Senior Consultant / Licensed Investigator

Qualifications

- Master of Science
- Post Graduate Diploma Human Resource Management
- Certificate III Investigation Services
- Diploma in WHS (currently undertaking)
- Diploma in Counselling (currently undertaking)

Certifications

- Licensed Investigator / Inquiry Agent (No. 84373)
- IECL Accredited Coach
- Agile Change Management Practitioner
- CMI Change Management Practitioner
- ADKAR Accredited Change Manager

Biography

Leah is an Associate with the Emergency Support Network, bringing over 25 years of expertise in all aspects of the people space tailored across a range of industries. Leah specialises in psychosocial risk management, organisational health and employee wellbeing, performance management, employee engagement, cultural transformation, change management, executive coaching, behavioural based safety interventions, workplace investigations, and workshop facilitation.

Skilled in leading complex, serious investigations (both Australian and global, including safety), Leah is well versed in workplace investigations encompassing bullying and harassment, conduct and disciplinary issues, discrimination claims, fraud, theft and financial misconduct, corruption and breaches to the code of conduct/organizational and safety policies and processes.

As an accredited IECF coach, Leah further empowers leaders with personalised coaching and the precise tools needed to build high-performing teams, navigate complex challenges, and fundamentally de-risk businesses from the inside out.

Leah delivers impact when facilitating educational and behavioural change workshops designed to foster self-awareness, strengthen team collaboration, equipping participants to realise how to lead sustained change across conflict and grievance management, dealing with difficult people, managing bullying and harassment, team dynamics, psychosocial hazard and risk management, mental health awareness, stress management and resiliency, managing psychosocial hazards and crisis intervention for frontline staff.

Leah's extensive experience spans organisations of all sizes, from small to medium businesses to large complex organisational structures with many layers, across diverse sectors including Not-for-Profit, Government, Hospitality, Financial Services, Mining, Construction, and Security.