



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 more than 25 years of experience across the full spectrum of people and culture functions in a wide range of industries. She specialises in psychosocial risk management, organisational health and employee wellbeing, performance management, employee engagement, cultural transformation, change management, executive coaching, behaviour-based safety interventions, workplace investigations, and workshop facilitation.

Leah is highly experienced in leading complex and sensitive investigations, both within Australia and internationally, including safety-related matters. Her investigation work spans bullying and harassment, conduct and disciplinary issues, discrimination claims, fraud, theft and financial misconduct, corruption, and breaches of organisational, safety, and code-of-conduct policies and procedures.

As an accredited IECF coach, Leah works closely with leaders to build capability, strengthen decision-making, and develop high-performing teams. Her coaching equips leaders with practical tools to navigate complex challenges and reduce organisational risk.

Leah is also a skilled facilitator, delivering educational and behaviour-change workshops that foster self-awareness, strengthen collaboration, and support sustained change. Her workshop topics include conflict and grievance management, managing difficult behaviours, bullying and harassment, team dynamics, psychosocial hazard and risk management, mental health awareness, stress management and resilience, and crisis intervention for frontline staff.

Leah's experience spans organisations of all sizes—from small and medium enterprises to large, complex organisations—across sectors including not-for-profit, government, hospitality, financial services, mining, construction, and security.