



**Miles Browne-Cooper**  
**Principal Consultant / Licensed Investigator**

**Qualifications**

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

**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 has been with ESN since 2014 solving workplace challenges at the individual, group, and organisational level primarily through the provision of investigation services, consulting, and coaching. Miles can lead complex workplace investigations, provide one-on-one coaching, develop interventions to address substandard performance and workplace behaviours, provide conflict resolution and mediation services, workplace culture assessments and development, and can assist with strategies to support and promote optimal employee performance and retention.

Miles has nearly 20 years of experience working with a broad range of organisations including many government entities and agencies, miners, professional services, and not-for-profits. This has led Miles to build strong insights into the challenges encountered by a diverse client base.

As a Licensed Investigator Miles has conducted workplace investigations for many public sector agencies including into workplace grievance and disciplinary matters such as bullying, harassment, fraud, behaviour misconduct, and psychosocial hazards.

Miles seeks to build authentic relationships with clients and tailors solutions to best meet their particular needs or goals. Miles uses scientific and academic knowledge combined with a practical yet thoughtful approach to ensure just outcomes and positive change is achieved. A particular interest for Miles is helping clients to de-risk / optimise their candidate selection decisions with astutely applied psychometrics assessments that enable superior interview approaches.