

Glen McKernan

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CAREER PROFILE

A versatile property professional with over 20 years management and operational experience successfully leading teams and completing major projects to achieve stakeholder objectives.

Expertise in working closely with a diverse range of people, communities, customers, stakeholders and developing mutually beneficial relationships.

Identifies growth potential and offers an honest and authentic approach with people whilst showing a high degree of empathy and positivity.

EDUCATION AND CERTIFICATIONS

Master of Commerce (Property Development)

Western Sydney University

Bachelor of Business (Land Economics)

Western Sydney University

Certificate in Executive Coaching

Institute of Coaching & Consulting Psychology

Leading Change with Impact

Australian Graduate School of Management - UNSW

Accredited Life Styles Inventory (LSI) Practitioner

Human Synergistics International

Certificate IV Training and Assessment course

CBD College

Powerful Presenting Skills

John Carlton

MEMBERSHIPS AND LICENCES

- Member of the Royal Institute of Chartered Surveyors
- Member PIF Beneficiaries Learning & Development Committee for young people in need
- Licensed Real Estate Agent NSW.

CAREER SUMMARY

Western Sydney University [2016-present]

School of Business - Casual Lecturer

Charter Hall Group [2007-2016]

Head of Property Management

DEXUS & Deutsche Asset Management [2000-2007]

Asset Manager

Greater Union Cinemas [1997-2000]

National Property Manager

PROFESSIONAL EXPERIENCE

Change management

- Experience in leading people and teams during material change.
- Lead role in project team to successfully integrate an \$8 billion business acquisition which involved the on boarding of people and assets over a short time period whilst maintaining people engagement and business as usual activities.
- Successfully led project teams to implement new general ledger systems including key change management responsibilities; stakeholder management and communications, project messaging to users and skills training pre and post go live.

Trainer and facilitator

- Experienced in preparing workshops, presentations and conferences with clearly defined learning and development outcomes and themes.
- Learning outcomes include technical skills, soft skills, proactive personal development, leadership awareness and team engagement around a common purpose or goal.
- Completed workshops in the GROW coaching technique, customer experience expectations, communication skills and accountability.

New ways of working

- Championing new ways of working for people.
- Business unit lead in head office relocation for over 200 people to new activity based office fitout environment. Holding workshops with teams across all states cultivating energy and early adopters to embrace the change and understand the benefits and links to company values.

Customer and stakeholder engagement

- Lead role in annual independent customer satisfaction survey projects and facilitating workshops with internal teams to evaluate key themes and customer requirements in collaboration with internal and external stakeholders to development action plans aimed at increasing and sustaining customer satisfaction.

People development

- Experienced in developing annual objective plans with people based on their individual development goals utilising the 70:20:10 framework combining 'on the job' critical experiences, off the job learning and mentoring.
- Conducts regular quality coaching conversations to assist people develop their own solutions to achieve their goals aligned with business objectives and is consciously aware of the important role a leader has in the positive influencing of others.
- Completed extensive leadership development program including independent (LSI) 360 degree surveys and leadership challenge together with mentoring others.

People engagement surveys

- Completed independent people and team engagement surveys and experienced in interpreting and workshopping results transparently with teams to create action plans that focus on both areas for improvement and positive areas to sustain.
- Achieved highest team engagement scores in company for two years running at well above company average.

People leadership

- Experienced in energising people and leading teams during periods of fast paced change with ability to clearly articulate the business strategy and its links to team and individual objectives, motivation and purpose.
- Focused on succession planning and growing leaders from within an existing team.
- Developed and grew a national team of 27 property professionals responsible for managing circa \$10b in diverse assets with over 400 customer stakeholders.

Business and strategy development

- Experienced in preparing corporate business plans, investment submissions, Board recommendations including the creation of new business platforms.
- Identified opportunity to internalise management services from external suppliers creating and expanding a new business platform and achieved significant growth in net annual earnings over a 5-year period and increasing margin on revenue.

REFERENCES

Lana Ledgerwood [t: 0411 108 674]
Talent, Diversity & Change Manager
Charter Hall

Dr Za Manaf [t: 02 9685 9321]
Senior Lecturer, Academic Course Co-ordinator
Western Sydney University

Megan Kelly [t: 02 9033 1938]
Learning & Development Program Manager
Property Council of Australia

David Harrison [t: 0412 259 751]
CEO
Charter Hall

Luke Briscoe [t: 0411 040 947]
Managing Director
AMP Capital – Office & Industrial

Tim Green [t: 0418 289 787]
Managing Director
Tim Green Commercial