

Meet Stephen Hanman & Ian George

Stephen revels in creating collaborative practice within the workplace. His focus is to create high trust cultures that benefit the organisation, teams and the individual.

Collective leadership, is a capability enabled through expertise across the areas of organisational development, leadership, coaching, change management and directorship experiences gained over 35 years of service with many organisations both private and public.

Stephen is a process consultant and coach which translates to giving the client the fishing rod and not just the fish. His key principle is about, never making a client dependent on the same piece of advice, information or process.

As the founding director of Melbourne's integrated property company CGA Bryson, Ian forged a new collaborative approach to working with staff, contractors and consultants alike. A strategy, which is about creating 'a new mood to the human approaches in business.

This was later identified in Frederic Laloux bestselling book 'Reinventing Organisations' as a 'global zeitgeist'. CGA Bryson Group specialised in funds management and commercial development. In its peak, it saw five divisions, over 50 staff and \$250 million in projects in a spread of equity, joint ventures and Fund Management.

Ian was, until recently, a director of Bryson Funds Management Ltd, which has now expanded its property development activities with mortgage lending services and was rebranded as SupraCapital Ltd. Ian is now pursuing his interest in promoting Collaborative Enquiry.

Stephen and Ian are both part of a Supply Chain Technology Start up Company called Two Hands.

Stephen and Ian both saw that organisations worked in a way that didn't make sense. Why do they need to be hostile, inhuman places? A soulful workplace can provide a win for all. Ian, felt the same, a place where people could be their best and develop themselves. They believed there was an alternative to the dog-eat-dog competitive way most people live in organisational life.

So, they implemented a collaborative change process. An effective and efficient system – a motivated, engaged person is always more productive! In their collaborative works they co-founded Collaborative Enquiry and co-authored the book From Me to We: Design and Build Collaborative Workplaces.