

Olive Fives (MBA, BA, H.Dip.Ed) is an innovative organisational development consultant with experience in a wide variety of SME, public, private and third sector organisations in Ireland, Europe and India in the areas of:

- Strategic planning, including organisational capacity & capability assessment
- Coaching & mentoring executives and managers
- Teaching & facilitation skills: Fulltime & adult students, and top management teams
- Designing organisational development solutions
- Project management skills/ interim/ transition management.

Olive continues her research into organisational development, and in particular organisational energy, at University College Cork, Ireland.



Sample Projects

- Executive Coach: One to One coaching focused on skills, behaviours, motivations and long term career & succession planning.
- Strategy Planning & Implementation: Facilitating strategic planning, coaching managers and developing middle management skills, behaviours and work processes to support strategy
- Organisational Capacity & Capability Assessment and Planning: Designing, executing and reporting, with executive team, customised field & HQ organisational assessment
- Succession Planning: Facilitating succession planning meetings with executive team, devising plans, schedules and successor competencies.
- Change Management: Lead consultant working with senior teams developing and implementing strategic organisational change programmes
- Interim Project Manager: Public sector client, managing and implementing HR process mapping project. NGO client, facilitating strategic planning and implementation.
- Performance Management: Design and implementation of performance management, including competencies and 360° feedback mechanisms for both public and private sector organisations
- Large Group Facilitation: Open Space and World Café sessions for groups of between 50 and 150, in Ireland and Europe, over 1 to 3 days

Teaching Experience:

- MBA Lecturer: Henley (IMI, Dublin) and Copenhagen Business School
- Designing and delivering CMI Diploma and Executive Diploma programmes in Strategic and Project Management.
- Various Adult Education diploma & certificate courses in UCC & WIT.

Industry Experience:

- Employed in food manufacturing, health sector, retail & NGO sector in Ireland, Europe and India.

Organisational Development Testimonials

"We would like to thank you for your inputs to the CTx Green Business Plan. You have helped us fine-tune the document, making it concise and precise. Your feedback helped us reorient our vision, mission and our goal, and emphasize our unique qualities as a team. We were also able to clearly define our products and strategy in our Business Plan. In the process, you got us thinking about the revenue streams that must steer our progress towards the goal: local food and fuel security for global environmental security". *Ramani Sankaranarayanan (President) and Geeta Vaidyanathan (Vice President) CTxGreen (Canada & India)*

Olive Fives has been working with the Gram Vikas team for the past year, mostly working on strategic planning and implementation but also supporting us by acting as a sounding board and coach. Her commitment, pragmatism and energy have gained the trust and respect of the management team and others. Her insights, along with her analytical and conceptual abilities have made a valuable contribution to our work. We wish her every success and are happy to recommend her work. *Joe Madiath (Founder and Executive Director), Gram Vikas (India)*.

"Olive has worked as a consultant to Shaws for over 10 years and, in that time, has demonstrated a commitment to understanding our business and culture, and applying that understanding to her proposals and work. She stays focused on outcomes and results and, with her positive energy, challenges us to do the same. Over the years, Olive has built relationships with our directors and managers built on trust and respect". *Tom O'Brien, Group Human Resources Manager, Shaws Department Stores*

"I worked with Olive in Oracle when the organisation was setting up its EMEA Sales, Marketing and Technical centre in Dublin. We developed a competency model together to enable the organisational retention, development and succession planning strategy. This work was groundbreaking and creative with the inclusion of many stakeholders and the work was utilised to support similar strategies in other divisions' Talent Management initiatives. Olive brought creativity, challenge, support and pragmatism to the project and her involvement led to the great success of this project". *Kay Joyce, Regional Learning Manager Europe, Pfizer*

Management Development Testimonials

"I found Olive's approach informative, constructive, and extremely helpful. Peeling back the layers around various issues, I found increased my awareness of others, my place within my organisation and my future. She suggested solutions and different approaches, but left choosing and implementing them to me. My self-discipline and confidence improved as a result. I would have no hesitation in recommending Olive as a executive coach". *Brendan Griffin, Finance Director, IMRO, (Ireland)*

"Olive is an excellent coach - I found her very skilful in allowing me to work through difficult decisions while challenging me at the same time, which can sometimes be a difficult balance to achieve. Crucially, she focused me on arriving at my own solutions and not her own. Olive also has a very strong background in Organisational Development and has an intuitive grasp of personnel issues and team dynamics. I have no hesitation in recommending Olive to anyone in a leadership role who is seeking to work with a business coach". *David Madden, Managing Director, Madden's Entertainment. (Ireland)*

"Olive has worked as a coach and a facilitator to the Cara Partners Management Team for several years and during that time her energetic style and commitment to our business made a valuable contribution to us as a team and as individuals. Olive's coaching is insightful and incisive, she gets to the heart of the matter and manages to be both supportive and challenging". *Alan McKnight, Managing Director, Cara Partners.*