



The Talent Series

Brought to you by

**leading
teams**

Empower your people.



A CEO-level playbook for building and keeping great people.

Attracting, retaining and engaging great talent is no longer an HR issue. It is a CEO priority.

As AI reshapes roles, expectations and career pathways at unprecedented speed, the organisations that win will be those that create environments where top people choose to stay, perform, and grow.

Join The CEO Institute, supported by Leading Teams, for a practical breakfast series designed specifically for CEOs and senior leaders.



Kurt Wrigley | NSW

- /// Kurt Wrigley has over 25 years' experience in elite sport as a professional rugby league player, coach and development manager, during which he became fascinated by how some teams outperform their potential through culture and leadership.
- /// Prior to joining Leading Teams, he played and coached at top levels of the NRL and was immersed in the Leading Teams Performance Improvement Program at three separate clubs — experiences that convinced him strong culture is a competitive advantage.
- /// In 2017 Kurt transitioned into facilitation, joining Leading Teams to help people and organisations get better and achieve.
- /// He strives to be described as competent, responsible, invested and positive, and lives by the leadership idea that actions speak louder than words.
- /// For Kurt, client success looks like organisations aligned around a clear purpose, with high trust, genuine conversations about behaviour and performance, and agreed behaviours teams commit to every day.



Tim Ferguson | NSW

- Tim first connected with Leading Teams while working in senior management at the Gordon Institute of TAFE in Geelong, where he saw firsthand how the model transformed team performance and helped the organisation become Australia's most commercially successful TAFE.
- Inspired by that experience, Tim joined Leading Teams full time in 2012 and is now a Director and Facilitator, partnering with teams across Australia to strengthen culture and drive high performance.
- Tim is driven to be known as responsible, invested, caring and honest. He connects strongly with the quote, "Desire is a purer gift than talent," reflecting his belief that commitment and hard work create opportunity.
- For Tim, client success means teams rally around a shared purpose, building strong relationships and agreed behaviours that enable honest conversations and collective accountability. His leadership experience spans roles at the Victorian Chamber of Commerce and The Gordon Institute, giving him insight into both healthy and unhealthy cultures.
- He is passionate about helping people take ownership of their behaviour, build trust, and create environments where teams thrive.



Ellie Pietsch | VIC

- Formerly the live-in caretaker at Tamarama surf club (yes, from the Dulux ads), a national lifesaving medallist and one of the first female professional lifeguards and jet ski rescue operators in Victoria, Ellie shares leadership stories from the surf zone through to the corporate boardroom, drawing upon her experiences in sport, successful family business, non-profits and commercial consulting.
- An experienced coach and facilitator, Ellie's leadership experience translates across industry as she creates a space for participants to share their own stories and contribute to their shared leadership journey.
- First exposed as a client to Leading Teams 15 years ago, Ellie has since worked with executive leadership teams in government, mining, infrastructure, construction, education, health, retail, NFP, disability services, training, and sport to help them achieve their maximum potential.



Jesse McLean | VIC

- /// Jesse McLean is a Partner and Facilitator at Leading Teams Australia, where he works with leaders and teams to build high-performance cultures grounded in trust, clarity, and accountability. His connection to the business began early, first experiencing the impact of the Leading Teams model as a young athlete in 1997 – an experience that shaped his long-term commitment to the work.
- /// Jesse holds a Bachelor of Health and Physical Education from Federation University and transitioned from part-time to full-time facilitation, working closely with his Father, founder Ray McLean.
- /// Known for his reliable, empathetic, and genuine approach, Jesse helps teams define their purpose, embed trademark behaviours, and create environments where honest conversations can thrive. He is passionate about developing strong relationships and believes that sustainable performance comes from leaders who consistently model, reward, and challenge the right behaviours.



Martine Harkin | QLD

- /// Martine Harkin is a Director and Facilitator at Leading Teams Australia and one of the organisation's longest-serving team members, having trained under the founding partners in 2008.
- /// With a background in education, Martine is known for her ability to build strong rapport while keeping teams focused on what matters most. Her approach balances genuine care, empathy, and support with the courage to challenge when needed – helping teams have honest conversations that drive performance.
- /// An AICD graduate and Chair of the Leading Teams Board, Martine plays a key role in developing facilitators and maintaining the quality of the model across the business.
- /// Based in Brisbane, she has worked with hundreds of teams across industries, helping them align around a common purpose, embed the right behaviours, and build environments where trust, accountability, and sustained high performance can thrive.



Matthew Vandermeer | QLD

- Matthew Vandermeer is a Facilitator at Leading Teams Australia, where he partners with leaders and teams to build high-performance cultures grounded in trust, accountability, and meaningful conversation. With over 25 years of experience in banking and financial services, including senior leadership roles since 2009, Matthew has led diverse teams across sales, coaching, and human-centred design.
- Known for his curiosity and reflective approach, Matthew is deeply interested in understanding why people behave the way they do—and how they can perform better. He brings a strong background in leadership, communication, and engagement, helping teams focus on performance while creating environments where work is both productive and satisfying.
- Matthew believes the key to high performance lies in better conversations. His work centres on helping teams align behaviours with values, strengthen relationships, and create cultures where people can consistently show up at their best.



Daniel Healy | SA

- Daniel Healy is a Director and Facilitator at Leading Teams Australia, bringing a unique blend of elite sport, education, and leadership experience to his work with teams. His connection to Leading Teams spans more than 25 years, beginning as a player at Central District Football Club, where he was part of the organisation's very first program in the early 1990s.
- A former AFL player with St Kilda and premiership captain at Central District, Daniel understands high performance from both a leadership and team perspective. He later built a successful career in teaching and coaching, further strengthening his ability to develop people and teams.
- Known for his passion, care, and empathy, Daniel helps teams align around a common purpose and create environments where honest conversations and accountability thrive. He believes sustainable performance comes from strong relationships, clear behaviours, and a team committed to pulling in the same direction.



Brett Humphrys | SA

- /// Brett Humphrys is a Facilitator at Leading Teams Australia, bringing nearly 20 years of leadership experience in the education sector to his work with leaders and teams. He is driven by a genuine passion for people and is energised by helping individuals and teams grow and improve their performance.
- /// A thoughtful and articulate communicator, Brett builds strong relationships and connects effectively across all levels of an organisation. Known for his optimistic outlook and solutions-focused mindset, he helps leaders bring clarity and purpose to their work while navigating complex challenges.
- /// Brett partners closely with clients to create environments where trust, accountability, and open conversations can thrive. He believes high performance is built through intentional leadership – aligning behaviours with shared values, fostering psychological safety, and empowering teams to take ownership of their culture and results.



CEO*i* The
CEO
Institute