



## Dr Christina Turner

### Specialist Consultant



*"Christina brings her deep knowledge and critical analysis skills to get to the heart of an issue and to help Chairs and Boards create pathways to build on executive performance."*

## Short Profile

Christina joined Board Matters after 25 years as a human capital executive specialising in organisational and leadership development, executive review and coaching, and workplace conflict. She has had a successful corporate career leading the human resource management functions of a number of global and national companies, as well as consulting to a range of private and public sector organisations.

Christina has qualifications in human resources management, law, and business coaching, and has also worked as an academic in a number of Queensland universities. She has also held a number of roles on the boards of public, private and not-for-profit organisations.

Christina is a Past President and Fellow of the Australian Human Resources Institute, a Fellow of the Governance Institute of Australia, a Fellow of the Australian Institute of Management, a Fellow of the Institute of Managers and Leaders, a Graduate Member of the Australian Institute of Company Directors, and an Approved Queensland Supreme Court Mediator.

## Relevant Industry Experience

Christina has over 30 years' experience in all aspects of human resource management both as a consultant and as a practitioner in senior executive roles in large and small public and private sector organisations. She has held senior executive roles including:

- Chief Human Resources Officer (Global) - ABC Learning Centres
- Executive Manager Human Resources - QSuper Ltd
- Director Human Resources - University of the Sunshine Coast
- Director of Human Resources and Marketing - Brisbane City Council

She has also headed up the HR functions of Myer Melbourne, Sportscraft Group of Companies, Melbourne City Council, Redland Shire Council and the Victoria Small Business Development Corporation.

## Current Board Roles

- Council Chair and Chair of Risk & Governance Committee, Duchesne College, since 2023
- Board Deputy Chair and Chair of People & Culture Committee, The Creche & Kindergarten Association, since 2021

### Qualifications

**Doctor of Philosophy - Human Resource Management (Leadership and Coaching)**, Queensland University of Technology

**Master of Applied Law (Dispute Resolution)**, University of Queensland

**Master of Business Coaching (Distinction)**, University of Wollongong

**Graduate Certificate of Management (HR and IR)**, University of Queensland

**Graduate of Company Directors Course**, Australian Institute of Company Directors

**Approved Queensland Supreme Court Mediator**

**Advanced Professional Coaching Certificate**

## Past Board Roles

- Non-Executive Director, Community Services Industry Alliance (2022-2024)
- Independent Chair of Nominations & Remuneration Committee, Presbyterian & Methodist Schools Association (2020-2024)
- Independent Non-Executive Director, u&u Recruitment Partners (2010-2012)
- Non-Executive Director, Footprints Community (2008-2011)
- Independent Member of Governance & Remuneration Committee, UnitingCare Queensland (2005-2007)
- AHRI President (Northern Region (QLD & NT) and Member of the Council of Presidents, Australian HR Institute (1999-2001)

## Consulting Focus

- Conducting CEO and Executive team performance reviews
- Executive, business, performance, and high-performance coaching
- Advice and triage for workplace conflict at executive level
- Investigations and mediations for Boards

## Specialisation in Workplace Investigation and Workplace Dispute Resolution

Christina is highly regarded for her specialisation in workplace dispute resolution and has conducted over 500 workplace investigations, mediations, and conflict reviews throughout Australia. She has worked directly for Boards, Directors General, and major law firms to conduct many highly sensitive inquiries and investigations into a range of workplace and governance with many government inquiries being Cabinet-in-Confidence. Over years, Christina's expertise has been recognised with a number of Governor-in-Council and DG appointments as follows:

- Tribunal Member - Councillor Conduct Tribunal
- Member - Local Government Complaints Panel
- Inspector of Prisons - Queensland Corrective Services
- Official Visitor - Queensland Corrective Services
- Honorary Officer - Department of Families
- Student Ombudsman - Southern Cross University

## Professional Memberships

- Fellow - Governance Institute of Australia
- Fellow - Australian Human Resources Institute
- Fellow - Australian Institute of Management
- Fellow - Australian Institute of Managers and Leaders
- Graduate Member - Australian Institute of Company Directors
- Professional - The Resolution Institute
- Approved Supreme Court Mediator