



Business Solutions

Employment Relations
Talent Management
People, Diversity & Inclusion
Compliance
Revenue Strategy
Content Writing
Brand & Culture
Organisational Design
Knowledge Growth
Progressive Leadership
Triple Bottom Line Strategy

Qualification

Industrial Psychology Degree
Institute of Technology (Sydney)

Bachelor of Adult Education
Institute of Technology (Sydney)

Masters (HR) Adult & Continuing
Education & Teaching
Institute of Technology (Sydney)

NLP & NS Practitioner
International Society of
Neuro-Semantics

Advocacy Certificate
Fair Work Commission

Board Advisor

Karolina Kondovski- Williams

Principal Consultant - Director *at KMB Resources Pty Ltd*

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History & Capability

Karolina established KMB Resources Pty Ltd 25 years ago, providing HR & Business Strategy support and advice to the Civil Construction sector, and quickly gained momentum in sales, health, manufacturing, finance, and the transport sectors. Karolina was the first to negotiate a non-union Enterprise Agreement in NSW for construction during a climate where unions (**the then CFMEU**) aggressively protective of their territory.

By forming a network of systems that protect and maintain the health and life of a business, Karolina works with clients to define structure and build business continuity, through shared purpose and change adaptability. She advises on all aspects of HR, IR, and business operations, provides functional support to a large service line of clients around cyclical HR processes, performance management, reporting, projects, and triage of people-related matters.

Engaged to drive continuous improvement initiatives that focus on robust foundations of compliance with employment and industrial relations, discrimination & harassment, work health and safety, and worker's compensation laws.

Karolina goes beyond lines and boxes to define organisational structure, using a holistic approach to pinpoint communication breakdown, eroded accountability, poor internal governance, and fractured reporting. Her focus is to *liberate an organisation from dependence on key persons while building organisational capability, through Knowledge Growth and Thought Leadership.*

To create an agile, and resilient business Karolina turn insights into actions, she assesses the distance of where you are and what you need to achieve your tomorrow goal, then systematically work with you to close those gaps, and build a framework to streamline and deepen business to navigate failures and downturns, while learning to translate these into successes & opportunities.

She applies a Capability Framework model to maximise investment in people for optimal performance at organisational, team, and individual level, and translating strategy into an operating model.

BUSINESS DISCIPLINE	FRAMEWORK
Employment Relations 	Awards, Contracts, & Industrial Instruments, shape business integrity & provide clarity in Recruitment & Performance Management.
Talent Management 	Grievance Management underpinned by Robust policy, Education, Advice, Mediation, Investigation
People Diversity & Inclusion 	linking the employee life cycle from attraction to performance, succession, through to retirement.
Compliance 	commitment to compliance with relevant laws, legislative requirements, industry codes, organisational standards & good corporate governance, ethics and community expectations.
Revenue Strategy 	aligning marketing, sales, and customer experience around healthy and sustained business growth with a mindset shift that empowers ongoing reinvention, with a singular goal to drive profit.
Culture Brand 	Archetype Business Profiling to unify culture and brand and strengthen capacity for renewal quicker than competition.
Organisational Design 	Organization design defines clear roles and processes; letting your people do their best work with more accountability and buy-in—but less wasted effort, working together towards a common vision.
Knowledge Growth 	changing mindsets and behaviours, putting learning into action and business strategy into deliverable outcomes for the benefit of employees, customers & collective prosperity
Progressive Leadership 	shifting from traditional direction-and-control to a systemic safe context for collaboration, where failures are opportunity to grow & the workforce is trusted to deliver
Triple Bottom Line Strategy 	grow prosperity, jobs, and business resilience by reducing, rebuilding, reusing, to cut waste and pollution in business activity through socially responsible economic initiatives.