

## David Todd

### Academic Qualifications:

**University of Auckland** Masters of Commerce (Distinction) 2001  
**(New Zealand)** Bachelor of Commerce (Honours – First Class) 1999

**Professional Development** (tbc) Visiting Fellow, London South Bank University

### Employment Record

2005 -	Senior Consultant	Symmetric
1999 - 2004	Senior Consultant	Synergia Limited (New Zealand)

### Summary

In 1999 David became a founding member of Synergia, a New Zealand based consulting organisation specialising in strategic design, organisational redesign, change management and project management. In 2004 he immigrated to the United Kingdom and has since joined Symmetric SD as a founder member.

As a consultant, David has worked for a number of organisations across numerous industries and environments, including private and public organisations, local and central government and not for profit organisations. From 2001 onwards my work focussed primarily on central government initiatives within the health and social services environments.

### Relevant Project Experience

#### NIMHE North West, United Kingdom 2005 – ongoing

- Model development - Constructed a simulation model of depression services that enabled stakeholders to test various commissioning strategies before implementation. This model is to be developed into a set of ongoing commissioning resources to enable local teams to develop more robust commissioning and workforce strategies.

#### Lambeth Learning Disabilities

- Model development - Constructed a simulation model of learning disabilities services that enabled stakeholders to test various financial improvement strategies before implementation. The model also enabled stakeholders to test resource allocation options for internal processes with the aim of extracting efficiency gains
- Project management – scoping and delivery on process improvement project based on recommendations driven by modelling outputs

#### The Department of Children, Youth and Family, New Zealand (October 2003 – July 2004)

Child, Youth and Family is the central government agency that has legal powers to intervene to protect and help children who are being abused or neglected or who have problem behaviour. It coordinates service delivery across numerous providers throughout the country and manages residential services for children

and young people in its care

- Project management - Project managed the establishment of the first Severe Conduct Disorder programme in New Zealand involving 20 people across 3 organisations
- Change consultant - Provided expert advice to the Severe Conduct Disorder project teams on, (1) process design for the programme, (2) strategic integration of the programme within each organisation, (3) the recruitment of staff and (4) the design of governance, continuous improvement and evaluation functions
- Review and change consultant – undertook a review of Child, Youth and Family waiting lists and developed a set of recommendations for central and local offices to reduce waiting times for service provision and proactively manage demand for services

#### Ministry of Health, New Zealand (November 2002 – July 2004)

The Ministry of Health is the Government's principal agent and advisor on health and disability.

- Programme design - Scoped and developed chronic disease (diabetes, cardiovascular disease and stroke) management change programme based on a new set of government level outcome areas
- Website development - Developed website as central communication medium for the rational, purpose and structure of the national leadership and improvement programme
- Performance management - Developed a performance measurement/indicator framework for diabetes, cardiovascular disease and stroke that integrated outcomes with outputs and performance targets. This framework is utilised by all primary care providers throughout New Zealand
- Process mapping – Mapped and documented the processes for a first of its kind web based primary care decision support system.
- System development – Constructed a web-based system to test primary and secondary care prioritisation decision-making processes in Orthopaedics, Cardiology, Gynaecology and Ophthalmology. This system is currently being utilised by the Ministry of Health

#### Waitamata and Counties District Health Boards, New Zealand (February 2004 – July 2004)

Waitamata and Counties District Health Boards are part of the network of 21 health boards that co-ordinate, manage and deliver health services to local populations. Provision includes primary, secondary and tertiary services. They report to the Ministry of Health.

- Model development - Constructed a simulation model of chronic disease that enabled stakeholders to test the impacts of a proposed change programme on key financial and non-financial aspects. The model also acted as a communications and engagement mechanism amongst key stakeholders

#### **Professional Experience**

- experience in stand-alone and online system design and construction

- extensive simulation and scenario modelling experience (via system dynamics methodology) from both financial and non-financial perspectives
- experience operating at senior management and strategic levels on strategically important assignments in complex environments
- experience in strategy design, implementation and integration
- change management and organisational redesign experience
- project design, management and project team leadership experience
- focus on solving complex issues and/or implementing leading edge solutions
- organisational analysis and process mapping / design experience