

Sam Wells

D.Phil. (Oxon.)
BA (Hons - 1st Class)



“ AN INCREDIBLE SHIFT WHICH REDUCED SILOS
ACROSS THE ORGANISATION. ”

- PEOPLE AND PERFORMANCE LEADER, FINANCIER

BACKGROUND

Sam Wells graduated from The University of Adelaide in 1978 with 1st Class Honors in History. As South Australia's 1979 Rhodes Scholar, he completed his doctorate at Oxford in 1983.

After a year lecturing, Sam spent 18 years in corporate human resource management and organisational development – from brewing to plastics, banking to agribusiness. He established his own consulting business in 2001 and continues to advise CEOs and executive teams on cultivating organisations in which employees at all levels can 'be everything they are'.

In 2005 Sam rejoined the University of Adelaide as a Senior Lecturer and between 2007-2012 he had academic responsibility for the Business School's MBA program. He teaches core MBA courses; Managing Contemporary Organisations, Systems Thinking and Organisational Sustainability.

Sam has been a Senior Consultant with The Partnership since 2009 and plays an integral role in both the design and delivery of leadership programs and specialised interventions.

EXPERTISE

Sam is a thought leader in the application of the principles underpinning complexity theory and systems thinking to real business and organisational challenges. He has a talent in bringing together people and theory in a way that supports the generation of real solutions to complex problems - he sees to the heart of issues.

RESEARCH

Sam's research focuses on the management of the human environment within organisations in a way that enables all individuals 'to be everything they are'; the dynamics of the paradigm shift to organisational and community sustainability.

BUSINESS EXPERIENCE (SELECTED)

- Senior Lecturer, Adelaide University
- Human Resource Director including responsibility for organisational development across various industry sectors
- Industrial relations negotiations

PAST CONSULTING PROJECTS (SELECTED)

- Leadership and team development at the divisional level
- Envisioning the organisational future
- The Cultivation of Profound Change program over a 18 month period leading to organisational cultural evolution
- Key note speaker at various industry conferences with a focus on people and sustainability

EDUCATION & QUALIFICATIONS

- D.Phil. Oxon (Rhodes Scholarship at Oxford)
- BA (Hons - 1st Class)

PUBLICATIONS (SELECTED)

- Wells, S and McLean, J 2013 'One Way Forward to Beat the Newtonian habit with a Complexity Perspective on Organisational Change', Systems, vol 1, no.4, pp.66-84
- Wells, S 2011 'Setting people up for success: Sustainable performance management', in Clarke, M (ed), Readings in HRM and Sustainability, Tilde University Press, pp. 51-63.
- Wells, S 2011 'HRM for sustainability: Creating a new paradigm', in Clarke, M (ed), Readings in HRM and Sustainability, Tilde University Press, pp.133-46.
- Wells, S and Betz, S 2009, 'From scarcity to abundance - organisational sustainability and the role of the civic entrepreneur', International Journal for Environmental, Cultural, Economic and Social Sustainability, Vol. 5, Issue 1, pp. 211-228.

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THE PARTNERSHIP