DR. RON CACIOPPE

B.S., M.B.A, PHD

Deputy Chairman & Director

Integral Leadership Institute (NFP)

Visiting Professor, Antioch University, Graduate School of Leadership and Change

Senior Consultant and Executive Director,

Integral Development

Introduction

Ron is well known for his innovative approach to leadership development and his ability to ensure maximum transfer of learning to the workplace.

Ron has developed skills, tools and models that develop leadership, team and organisational effectiveness. Ron has worked with countless leaders to help them deal with difficult behaviour and poor performance. Ron has been extensively involved in teaching mindfulness to leaders and teams to help build a positive high performing culture.

Another area of Ron's expertise in strategic planning and facilitation. He has facilitated over 60 strategic plans and has facilitated over 150 inter-department and inter-organisation meetings to resolve issues and develop successful action.

Qualifications

Ron holds a BSc, an MBA and a PhD. He has taught in the Graduate School of Management at Macquarie University, Curtin University and the University of Western Australia.

Industry experience

Ron has been a leadership and organisational development consultant for over thirty years, and specialises in strategic thinking, best practice in performance management and organisational systems and promoting positive cultural change.

Over the last twenty years Ron has developed and conducted research on psychometric instruments that measure management skills, team roles, organisational culture, job satisfaction and even other psychometric instruments.

Passions

Holistic development: Ron is committed to improving staff wellbeing and customer satisfaction and has a keen desire to promote positive environmental actions and social contribution.

Meditation and mindfulness: Having also been involved with meditation, yoga and the study of eastern and western philosophy, Ron maintains an interest in the application of different modes and levels of consciousness as they relate to organisational development, quality of work experience and leadership styles.

Employment History

FOUNDER, CHAIRMAN & DIRECTOR
Current

Integral Development, Western Australia

MANAGING DIRECTOR
Current

Integral Development, Western Australia

PROFESSOR
2017 – 2018

Antioch University, Graduate School of Leadership and Change, PhD Program

PROFESSOR (Adjunct)
2009 - Current

Curtin University, Australian Institute of Sustainable Development

PROFESSOR, Part-time teaching
2008 – 2009

Murdoch University and University of Western Australia, MBA, EMBA Programs

PROFESSOR of LEADERSHIP
2001 - 2007

Graduate School of Management
University of Western Australia

PROFESSOR OF LEADERSHIP, Australian Institute of Management
2003 - 2005

Director of Integral Leadership Centre

VISITING PROFESSOR
2000 - 3 MONTHS

Jepson School of Leadership Studies
University of Richmond, Virginia, USA

ASSOCIATE PROFESSOR:
1993 - 2000

Graduate School of Business
Curtin University of Technology
Primary Areas of Post Graduate Teaching
Organisational Behaviour
Organisation Change and Development
Leadership and Management Development
Leading and Facilitating Teams
Philosophy and Leadership

Other Responsibilities

Director, UWA Integral Leadership Centre
Director, Masters in Leadership & Management
D.B.A, PhD and Project Supervision

VISITING PROFESSOR
6 months, 1993

School of Business, Arlington, Virginia, Marymount University
Teaching in the MBA program and the School of Education's Master's Degree in Oregan.
Effectiveness.

ASSOCIATE PROFESSOR:
LECTURER, SENIOR LECTURER
1983   1993

School of Management
Curtin University of Technology

Boards of Directors

Integral Development, Chairman, 2017 - Current

Integral Leadership Institute, Chairman, 2007 – 2014

University of Western Australia Staff Club, 2002 - 2005

Role Models, Western Australia, 2013 – Current

Published Writing

Academic Textbooks
- Cacioppe, R. (2019) Mindflow: The pathway to mindfulness-in-flow in relationships, work, and home life, Cambridge Scholars Publishing, United Kingdom.
- Robbins, S. P., Millet, B., Cacioppe, R., & Waters-March. (2001) Organisational Behaviour; Leading and Managing in Australia and New Zealand, 3nd ed. Prentice Hall, Australia.
- Robbins, S. P., Millet, B., Cacioppe, R., & Waters-March. (1998) Organisational Behaviour; Leading and Managing in Australia and New Zealand, 2nd ed. Prentice Hall, Australia.
- Robbins, S. P., Water-March, T., Cacioppe, R., & Millet, B. (1994). Organisational Behaviour. Concepts; Controversies and Applications in Australia and New Zealand, Prentice Hall, Australia.

Chapters in Books
- Albrecht, S., & Cacioppe, R. (2001) "Differing Perceptions of Managers' Behaviours Using the Holon Leadership-Management Model, in Leadership in the Antipodes: Findings, Implications and a Leader Profile, Ed. Parry, K., Institute of Policy Studies, Centre for the Study of Leadership, Victoria University, New Zealand.
- Cacioppe, R. (2000) Redefining Leadership for the 21st Century, in Western Australia: Leading in the New Millennium, Andrew, R. & Andrew, B. (Eds), Andrew Publishing, Western Australia, 13-17.
- Cacioppe, R. (2000) Using Individual and Team Reward-Recognition Strategies to Achieve Organisational Success, in Management and Organisational Behaviour, Wiesner, R. & Millet, B., John Wiley and Sons Australia, Ltd., Sydney, pp 73-85.

Industry Training and Development Books
- Cacioppe, R. & Davidson, M. (2014) Managing Difficult Behaviour and Poor Performance, Bodhi Tree
- Cacioppe, R. (2013) How to Keep Yourself a Stressed Workaholic, Insight Learning, Australia
- Cacioppe, R. (2006) Meditation: Bringing Serenity to a Busy Life, The Bodhi Tree, Australia.
- Cacioppe, R. (2008) The Haiku of Leadership, Bodhi Tree,
- Cacioppe, R. (1998) Vision A-Live Map, Integra, Australia.
- Rooke, S., Cacioppe, R. & Shipman, M. (1992) Human Resource Management In World Competitive Manufacturing, National Industry Extension, Australia.
- Cacioppe, R. (1984) Health Skills: A Program To Manage Stress And Positive Health. Health Department of Western Australia.
- Cacioppe, R., & Melodonis, N. (1991) Team Briefing: A guide for communication skills for team briefing, Telecom, Integra, Australia (separate editions).
- Cacioppe, R. (1989) Mind Maps, Integra, Australia.

Referred Journal Articles

- Cacioppe, R. (2017) Integral mindflow: A process of mindfulness-in-flow to enhance individual and organization learning, The Learning Organization, Vol. 24 Issue: 6, pp.408-417,
- Cacioppe, R. (2017) Leadership, Mindflow and the Integral Point of It All: Integral Leadership Review, August – November Issue.
- Cacioppe, R., Fox, M., Williamson, M. & Teo, S. (2013) A Review of Engagement Research and its Relation to the Integral Organization Survey, Leadership and Organization Development Journal, submitted for publication
- Cacioppe, R., & Stace, R. (2009), The Validity of the Integral Team Effectiveness Measure, Journal of Team Management.
- Cacioppe, R., Foster, N. & Fox, M. (2007) A Survey of Perceptions of Corporate Ethics and Social Responsibility and Actions that May affect Companies' Success, Journal of Business Ethics.
- Cacioppe, R. & Edwards, M. (2005) Adjusting Blurred Integral Visions: Defining Integral Categories of Organizational Transformation, Journal of Organizational Change Management,
- Cacioppe, R. & Edwards, M. (2005) Seeking the Holy Grail of Organisational Development: A Comparative Synthesis of Integral Theory, Spiral Dynamics, Corporate Transformation and Action Inquiry, Leadership and Organization Development Journal, March, In publication.
- Cacioppe, R. & Simpson, S. (2001) 'Unwritten ground rules: Transforming organisation culture to achieve key business objectives and outstanding customer service'. Leadership & Organisation Development Journal, 22, 8, 394-402.
- Cacioppe, R. & Keller, T. (2001) 'Leader-follower attachments: Understanding parental images at work.' Leadership & Organisation Development Journal, 22, 2, 70-75.
- Cacioppe, R. & Albrecht, S. (2001) 'Understanding and Developing Leadership and Management using the Holon model'. Leadership in the Antipodes: Findings, Implications and a Leader Profile, ed K. Parry, Institute of Policy Studies and the Centre for the Study of Leadership, Wellington, pp. 124-142.
- Cacioppe, R. & Albrecht, S. (2000) Using 360º feedback and the integral model to develop leadership and management skills. Leadership & Organisation Development Journal, 21, 8, 390-404.
- Cacioppe, R. (2000) Creating spirit at work: re-visioning organization development and leadership – Part 2. Leadership & Organisation Development Journal, 21, 2,110-119.
- Cacioppe, R. (2000) Creating spirit at work: re-visioning organization development and leadership – Part 1. Leadership & Organisation Development Journal, 21, 1,48-54.
- Cacioppe, R. (1999) Using team-individual reward and recognition strategies to drive organizational success. Leadership & Organisation Development Journal, 20, 6, 322-331.
- Cacioppe, R. (1998) Structured empowerment: an award-winning program at the Burswood Resort Hotel. Leadership & Organisation Development Journal, 19, 5, 264-275.
- Cacioppe, R., (1998) Leaders developing leaders; an effective way to enhance leadership development programs. Leadership & Organisation Development Journal, September, 19, 4, 194-199.
- Cacioppe, R. (1998) An integrated model and approach for the design of effective leadership development programs. Leadership & Organisation Development Journal, 19, 1, 44-54.
- Cacioppe, R., (1997) Leadership moment by moment. Leadership & Organisation Development Journal, 18, 6 & 7, 335-345.
- Silcox, S., Cacioppe, R., & Soutar, G. (1996) Quality subcultures and their influence or change intervention. The Quality Magazine, Feb, 26-34.
- Pinto, D., Travaglione, A., & Cacioppe, R. (1995) Employee share plans -tax treatment. The CCH Journal of Australian Taxation, 7, 2, 34-45
- Dudai, E. & Cacioppe, R. (1991) Improving organisational communication using the team briefing system. Australasia Human Resource Management, Summer, 81-90.
- Cacioppe, R., Warren-Langford, P. & Bell, L. (1990) Trends in human resource development and training. Australasia Human Resource Management. May, 55 71.

- Cacioppe, R. (1989) Who runs your organization, the hunters or the gatherers? Training and Development. U.S.A. Dec. 70 74.
- Cacioppe, R. & Marshall, V. (1989) Communication between managers and subordinates in the public and private sector. Canberra Bulletin of Public Administration, 59, 92-97.
- Cacioppe, R. (1989) How to keep yourself stressed. Training and Development U.S.A, 16 2, 27-28.
- Cacioppe, R. (1988) Aids in the workplace: a frightening disease poses unique problems for employers. Human Resource Management Australia. 26, 3, 52-67.
- Bruce, K. & Cacioppe, R. (1988) A survey of why teachers resigned from government secondary schools in Western Australia. Australian Journal of Education, 33, 1, 68 82.
- Cacioppe, R. & Samson, S. (1987) Innovative microcomputer programs for promoting health in the workplace and community. Australia-New Zealand Journal of Occupational Health and Safety, 3, 77 82.
- Cacioppe, R., & Kenny, G. (1987) Exploring work attitudes in an employee-owned company managers with non-managers. Managerial Psychology, 2, 3, 17-22.
- Cacioppe, R. & Findlayson, B. (1987) Growing pains at Westmarc. Melbourne Case Library, Melbourne University Press.
- Cacioppe, R. & Sharon, P., (1986) Personal and work-related stress in dental therapists. Dental Therapy Journal, 9, 7 13.
- Marshall, V. & Cacioppe, R. (1986) A survey of differences in communication between managers and subordinates. Leadership & Organisation Development Journal, 7, 5, 17-25.
- Cacioppe, R. & Samson, S. (1986) A western Australian project to improve health and manager stress in the workplace. Human Resource Management Australia, May, 52 57.
- Marshall, V. & Cacioppe, R. (1986) Do managers and subordinates really hear what they say to each other? Human Resource Management Australia. Feb. 14-19.
- Cacioppe, R. & Foster, D. (1986) When his ship comes home: stress of the Australian seafarers. Partner Australia and New Zealand Journal of Family Therapy, 7, 75 82.
- Cacioppe, R. & Mock, P. (1985) Developing the police officer at work MCB University Press Monograph, United Kingdom, 6, 5.
- Cacioppe, R. & Mock, P. (1985) The relationship of self-actualisation, stress and quality of work experience in senior Australasian police officers, Police Studies, International Review of Police Development, Vol. 8, No 3, Autumn, 173-181.
- Cacioppe, R. (1984) The quality of work experience in government and private organizations. Human Relations, 37, 923-940.

Other Publications and Papers
Non-refereed Journals

- Cacioppe, R. (2009 - 2011) A Series of monthly articles of the WA Business News covering social media and leadership, dealing with difficult people, executive team building and over 25 other topics.
- Cacioppe, R (2007) The Integral 360 Leadership and Management Profile: An Extra-ordinary Approach for Leadership Development, Integral Leadership Development Review, August.
- Cacioppe, R. (2002) What Would Socrates Say? Management Today, Australia,
- Cacioppe, R. (1998) Recognizing Leadership, Executive Excellence, USA, August.
- Cacioppe, R. (1998) Getting change to stick. HR Monthly, March, 20-23.
- Cacioppe, R., (1997) Drug enhances leadership. Management, March, 29.
- Cacioppe, R., (1997) Implementing successful change. Management, June, 25-28.

Conference Papers

- Cacioppe, R. (2007) Becoming an Extra-ordinary Leader in an Extraordinary Environment, National Property Council of Australia, Broome, W.A.
- Cacioppe, R. Burr, R. & Kiffen-Petersen, S. (2004) Bringing Spirit to Work: The Impact of Work Setting and Personal Characteristics on the Experience of Spirituality at Work, ANZAM Conference.
- Developing Effective Leadership (2001) Wesfarmers Executive Leadership Development Conference, Perth (Invited Speaker)
- Redefining Leadership for the 21st Century (2001) 7th National Conference for Office Professionals, Perth (Invited Speaker)
- Governance & Leadership (2001) West Australian Local Government Conference, Perth (Speaker)
- Leadership & Environment Sustainability (2001) BHP Environmental Conference, Perth, (Speaker)
- Keys to Leadership Success (2001) West Australian Principals Educational Conference, Perth, (Speaker)
- Creating Spirit @ Work (2000) Spirituality, Leadership & Management National Conference, Richmond, N.S.W.
- Leadership & the New Organisation (1998) National Scientific Conference, Australian Institute of Medical Scientists, Hobart (Invited Speaker)
- Team Building & Team Effectiveness (1998) National Scientific Conference, Australian Institute of Medical Scientists, Hobart (Invited Speaker)
- Career Directions and Visioning Your Future (1998) National Scientific Conference, Australian Institute of Medical Scientists Hobart (Invited Speaker)
- Leading Change into the New Millennium (1998) National Scientific Conference, Hobart (Speaker)
- Transforming Caterpillars Into Butterflies, Trends In Human Resource Training And Development, (1997) Public Service Management Office Forum, March, (Invited Speaker)
- Team and Individual Reward/Recognition Strategies and Tools to Drive Organisational Success, (1997) International Oil and Gas Alliances Conference, Western Australia, Nov. (Invited Speaker)
- Leadership Changes, (1997) Educational Leadership, Executive Conference, Mid-West Education Centre, Western Australia, June (Invited Speaker)
- Leadership, Moment By Moment, (1996) 11th National Quality Management Conference, Perth (Invited Key Note Speaker)
- A Practical Method for Aligning Strategic Human Resource Management with Corporate Objectives, (1993) with Megan Johns, the Asia Pacific Human Resource Institute Conference, Perth, W.A. (Speaker).
- Recent Trends In Human Resource Development, (1989) AITD Conference, W.A., Aug. 1989, (Invited Key Note Speaker).
- Stepping Over The Edge, (1989) Management Educators Conference, Perth,
- AIDS In The Workplace, (1989) Management Educators Conference, Perth,
- Negotiations Skills, (1989) W.A. Accounting Society Conference, Perth.
- The Effects Of Stress And Personality, Eagle State Conference, Western Australia, 1985. (Speaker)
- Stress In Dentistry, (1984) Western Australian Dental Therapist Congress, Western Australia.
- Using A Microcomputer For The Assessment Of Health Status And To Motivate Positive Lifestyle Change, (1984) International Microcomputer Conference, Perth.
- The Occupational Stressors Of Nursing And Programs For Its Control, W.A., Nursing Educators' Congress, Western Australia, 1984. (Invited Speaker)
- Working with Different Types; The theory and Research of Psychological Types at Work, (1980) Management Educators Conference, Melbourne.
- Toward Universal Management, Collected Papers, Conference on the Development of Human Resources, (1977) Australian Institute of Engineers Conference, Sydney.

Monographs and Other Publications

- Cacioppe, r. (2003) Marsilio Ficino: The Leader and Shaper of the Renaissance, Integral Leadership Centre Working Paper Series.
- Cacioppe, R. & Bedford, T. (1995) Evaluation of a Participative Change Program Over Two Years, Curtain Graduate School of Business, Working Paper Series, 95.03
- Cacioppe, R. (1991) Worker Ownership And Management. Can The Mondragon Cooperative Experience Be Applied In Australia? , Curtin University, School of Management, Working Paper.
- Cacioppe, R. (1987) Creating The Vision, Curtin University, School of Management, Working Paper
- Cacioppe, R. (1984) Developing People At Work. Structured Experiences And Case Studies Of Behaviour In Australian Organisations, Editor, Management 550, Western Australian Institute of Technology.
- Cacioppe, R. (1982) Health Stress and Lifestyle Study. An Investigation Into The Suitability Of Community Health Promotion Programs For Bank Officers. Macquarie University, Monograph Series, in cooperation with Stokes, G., St. Vincent's Hospital.
- Cacioppe, R. (1982) Developing A Life Hospital. A Developing Program At Port Macquarie Hospital, Macquarie University Monograph, (presented at the Northern N.S.W. Regional Health Conference).
- Cacioppe, R. (1980) Working With Different Types. The Theory Research And Application Of Psychological Types At Work, (Presented at the 1980 Management Educator's Conference, Monash University), W.A.I.T. Monograph.
- Cacioppe, R. (1980) The Quality of Working Life: A Study Of Perceptions Of Work Experience In Australian Organizations, Macquarie University Monograph (Presented at the 1980 Management Educator's Conference at Monash University).
- Cacioppe, R. (1979) A Cathedral Or A Stone. A Study Of The N.S.W. Public Transport Commission's Apprentice Training College, Macquarie University, Monograph Series.
- Cacioppe, R. (1975) An Automated Computer Control System For Building Supervision At The New South Wales Institute Of Technology, Collected Papers Institute of Engineers Conference.

Supervision of Ph.D., DBA & MBA Thesis

PhD & Topic Area

- Susan Hayes; (2014) (in progress) What Conscious Leaders Contribute to Emerging Leaders: An Integral Approach, co-supervision with Professor Mitch Kusy, Antioch University.
- Edwards, Mark (2009); An Integral Meta-Theory Relevant to Organisational Transformation, University of Western Australia Completed
- Stace, Roger (2010); A Study of Managerial Choices Relevant to Developmental Frameworks, University of Western Australia
- Johnson, Grant (2012): A Study of Distributed Leadership in Teams, University of Western Australia, Completed

Special Projects and Research Grants

Workpower. $20,000

This grant involves research in Integral Environmental Sustainability. Lotteries provided funding to conduct an audit on the environmental sustainability of the organization over their 5 different work sites and to conduct educational seminars to improve the environmental actions of staff at home and work.

Homita Pty Ltd, $15,000

This grant involves research in organisational leadership and change. Homita has agreed to sponsor research into the field of leadership development and change. The design and procedures for this research is currently being completed.

Westpoint Group Sponsorship, $175,000

The Westpoint Group has sponsored a number of activities that I have been carrying out through the Graduate School and the Senior Management Centre. This funding has contributed to the development of new leadership programs, Scholarships for the Advanced Management Program and other activities and programs of the Centre. Westpoint has agreed to provide $100,000 in funding for 2004 and is currently having talks with me regarding the establishment of a Westpoint Foundation to support the new Integral Leadership Centre.

Traumatic Stress in Fire and Rescue Services, $35,000

This involved a research study as well as a video and training program to deal with traumatic stress within the Fire and Rescue Services. A survey was conducted with over 250 fire officers within W.A. and a report given to the executive of Fire and Rescue Services. In addition, a training program a video was developed for fire officers to become support/counselling officers within the fire and rescue services. In addition, a major conference was organised by myself in W.A. to discuss the results of this program and other programs dealing with traumatic stress.

Health Study in Bank Managers, in cooperation with St. Vincent's Hospital, Sydney, Grant from St. Vincent's Hospital - $42,000

This involved a study of 300 bank officers over 18 months. The study involved a survey of the 300 officers and a controlled study of 3 groups to determine the effectiveness of lifestyle interventions, including diet, exercise, stress management and other health programs. A Monograph of the results was published. This study has had considerable influence on the design and conducting of community and business health/stress programs conducted throughout Australia since that time.

Awards
- Top Downloaded Articles in Emerald Publishing, 2006, Three of my articles were in the most 20 downloaded articles over the last 10 years in the 30 professional academic journal articles published by Emerald Publishing in the U.K.
- Runner-Up - Best Paper Published (1998) Leadership and Organisational Development Journal.
- Human Resource Management Journal (Asia Pacific) Award in 1988 for journal article that made most contribution to theory, practice or research in the human resource field.
- Best Paper Presented; IBM Conference 'Management in the Future Conference', 1984
- Most Highly Rated Lecturer, Curtin-AIM Advanced Management Program, 3 years, 1984-86.
- Best Lecturer, EMBA Program, 2004 & 2005, UWA Executive Master of Business Administration Program

Other Activities

Assistant Journal Editor, Article and Book Reviewer

- Associate Editor, Integral Leadership Review, USA, (2007 – Current)
- Assistant Editor, Leadership and Organisation Development Journal. U.K., (1998-current)
- Associate Editor, ReVision Journal, U.S.A., 1978-1984
- R&D Management U.K. (1989) Book reviewer.
- Human Relations, U.K. (1987, 1988) Journal article reviewer.
- Managerial Psychology, U.K. (1989) Book reviewer.

Organisational Reviews/Major Consultancies

- UWA Lawrence Wilson Art Gallery, Strategic Planning
- Festival of Perth, Strategic Planning
- Catholic Welfare Review, Marriage Guidance of Western Australia.
- Department of Local Government: Strategic Planning.
- Taxation Office: Organisation Review.
- Organisation Communication Systems - Team Briefing Water Authority - Perth South, Telecom, Telfer Gold Mine, S.E.C.W.A, Department of Agriculture, Western Power.
- Management Development Program, Department of Immigration.
- Department of Premier anal Cabinet.
- Silver Chain Nursing.
- Department of Defence.
- Tourism Commission of Western Australia
- Monadelphous
- Doric Group
- Environmental Protection Agency

Leadership Development Programs for Business and Government

Over the last 20 years, Dr Cacioppe has been extensively involved in designing, conducting and teaching in Leadership Development Programs for government, community and business organisations throughout Australia and internationally. His participation and contribution led to Curtin University's Graduate School of Business is one of the major providers of significant organisational leadership development programs. After he became the Managing Director of the UWA Integral Leadership Centre, the Centre became the major provider of senior management programs in this state. Wesfarmers, Alinta Gas, the Premier and Cabinet, the City of Perth, Local Government Managers Australia, Monadelphous and the Department of Agriculture all chose to run major leadership development programs with the UWA after he joined UWA. Dr. Cacioppe is currently the Managing Director of Integral Development and has run over 40 leadership programs since 2006 when he started this organization.

A significant feature of the programs that he has coordinated is that they are more than management training. These programs are extensively involved with cultural change, organisational improvement and the development of the senior leadership.

The following are the organisations for which he has been the academic director for and provided considerable teaching input.

Department of Education: (2016 – 2017)

Dept of Child Protection (2009 - 2014) Dr Cacioppe was the program director for this program which ran for senior, middle and supervisory level managers in this public sector department. Participants underwent a 360 profile, case studies and work on organizational change projects.

SkillHire (2010) Dr Cacioppe was the program director for this program which ran for senior, middle and supervisory level managers in this rapidly growing private organisation. Participants participated in a 360 profile, case studies and worked on organizational challenges.

Department of Environment and Conservation (2012, 2013) Dr Cacioppe was the program director for this program which ran for three years for the middle level managers in this state government organisation. The program involved 360 profiles, coaching and organizational projects.

Disability Services Commission (2010, 2011) Dr Cacioppe was the program director for this program which ran for the senior and middle level managers this state government organisation. The program involved 360 profiles, coaching and two days a month for 5 months on various leadership topics such as managing change, motivating employees, etc.

Department of Premier & Cabinet: Pathways (2002 – 2007) Dr Cacioppe was the program director for this program till 2007 for over 150 senior managers in the West Australian and Federal government. The program involved 360 profiles, coaching and learning sets. Ron was a coach for several of the senior executives.

Cooperative Bulk Handling Strategic Alliance (2002 – 2004) Dr Cacioppe helped arrange a strategic alliance between CBH, UWA and Cooperative Bulk Handling. As part of this alliance, he has designed and helped conduct management and leadership development programs for middle and senior managers.

Wesfarmers Energy; Leadership Development Program (2002, 2005) This program was the major leadership development activity for 24 senior managers in Wesfarmers Energy Division who came from all over Australia. Ron was the academic coordinator and one of the major facilitator and instructors for this program.

AIM-UWA Advanced Management Program (2001 – 2006) Dr Cacioppe was the academic coordinator of the Advanced Management Program which is conducted each year for 20 – 24 senior executives in the public and private sector. Participants come from all over Western Australia and Southeast Asia. Ron taught and coordinated the program which involved 12 other UWA academics and consultants from the Integral Leadership Centre.

City of Fremantle & City of Stirling (2002) The Senior Management Centre with Dr Cacioppe as the program coordinator has conducted programs for the cities of Fremantle and Stirling. These programs developed the senior leadership capacity of these councils and included projects to help improve the operation of these cities.

Sarawak State Government, Executive Development & Management Programs (2001- 2004) Dr Cacioppe won a contract with the Centre for Modern Management in Kuching, Malaysia to conduct major management development programs for the state government of Sarawak. This included middle level programs and senior executive programs. Over 300 state government managers have completed these programs.

Public Service Management Office - Executive Leadership Development Program

(6 Programs) 1994 – 1998   Program Director and main lecturer in the six programs that Curtin has conducted. Each program varied from 13 to 17 days in length. Over 180 middle and senior level public service managers (Levels 6 – 9) participated in this program. The program was highly rated within West Australian government departments. Dr Cacioppe was the academic coordinator and also one of the principal lecturers in the program. The program had many unique features such as real consulting projects, use of 360-degree feedback, health appraisals and team feedback processes.

Australia Post - Transforming Managers into Leaders (5 programs) and Team Leaders Programs 1994 – 2000, 2007 This program focused on the key leadership skills of middle level and regional managers and prepares them for future senior roles within Australia Post. Over 150 managers participated in these programs. The internal projects that are part of this program have been estimated to save over ½ million dollars for Australia Post. Approximately 30 managers from Australia Post have done additional assignments and received credit for one university unit at Curtin, Edith Cowan or the University of Western Australia. Dr Cacioppe is currently involved in conducting team leader programs with Australia Post.

Ministry of Justice – Superintendent of Prisons – Executive Development Program (2 programs), Management Development Program, 1998 & 1999, 2001

This was the first time a program like this has been run in Australia for prison superintendents and senior managers. The program dealt with the major issues facing prisons in Australia and the key skills that senior prison managers need to manage these. Over 300 managers from the Ministry participated in these modules.

Freehill, Hollingdale and Page – Leadership Development Program (4 programs),

1996 – 2000 Freehill, Hollingdale and Page is one of the largest and most successful law firms in Australia. Dr Cacioppe was the Academic Coordinator and the main lecturer on all four of these programs. These programs were designed to develop senior solicitors into competent professional leaders within the Freehill organisation.

Contract and Management Services Department – Team Leader and Facilitating

Teams Programs (2 Programs) – 1996 & 1997 Conducted two courses for senior managers and department heads that provided skills to develop effective teams, facilitation and problem-solving skills within CAMS. This program was led to collaboration between the Curtin Business School and a range of Procurement Management Courses.

Human Services and Health – Management Development Program, 1994 & 95

This involved design, coordination and lecturing on two management development programs for this department

Water Authority of Western Australia – The Quality Manager Program

(7 programs) 1992 – 1995   I was the Academic Director, program designer and major lecturer/facilitator of this program for the Water Authority of Western Australia. This program involved the development of major leadership skills necessary for managers and helped drive the implementation of quality management, customer service and business units. The program was designed in close collaboration with the Chief Executive Officer and involved projects that helped achieve the strategic goals of the organisation.

City of Perth – Leadership Development Program – 1999, 2002, 2014

This program involved 25 managers and included skills in strategic management, leadership, organisational change, finance, total quality management and leading teams. I was the Academic coordinator and taught a substantial segment this program.

R. A. C. Senior Management Development Program, (3 programs) 1998 - 1999

This program involved three modules. Ron taught and helped the overall academic coordination of the program. 45 managers participated in these programs.

Burswood Resort Complex – Strategic Management Development Program, 1998

The Burswood program was designed to help the Burswood Resort Complex deal with the changing international gaming industry and to provide key skills that the senior management team would need to successfully operate in this environment. Ron taught the segments on Leadership and Change Management and developed case studies that were central to the entire program.

Senior Police Officer Leadership Development Program, 1995

Dr Cacioppe conducted two programs for 40 Senior Detectives and senior police officers for the Police Service of W.A.

IBM - Professional/Management Personal Effectiveness Course II, 1987, 1988

Dr Cacioppe was invited by IBM to conduct this program for the IBM AsiaPacific organisation. IBM considered over 65 lecturers and private consultants throughout Australia and selected me. This international program involved teaching 4-day modules in Thailand, Malaysia, Taiwan and Hong Kong to over 200 IBM managers.

Bougainville Copper Management Development Program, New Guinea (1989)

Dr Cacioppe was selected from an international field of 30 applicants to run 2 week program for Managers of Bougainville Copper through the Curtin Business Centre.

Churches of Christ Holmes, Amana Living and St. John of God Leadership Development Programs (2007). Dr Cacioppe designed and conducted leadership programs for the senior managers and middle managers of these organisations.

Macquarie University Director & Associate Director: Advanced Management

Program 1977-81 (5 programs) This yearly program was a one-month, live-in management development program for 40 senior executives in public and private enterprises. Ron was involved in marketing, coordination and lecturing in the program.

In addition to the programs mentioned above Ron has been involved in teaching in many other leadership and management development programs. This has included the Rural Industry Leadership Development, Orica, Combined Universities Health program, West Australian Local Government, Department of Education, Water Corporation, Wesfarmers, CSBP, MDA National, DownerMouchel and Brookfield Rail.

Education Background

DOCTOR OF PHILOSOPHY (PhD) Macquarie University, N.S.W., Aus., 1984

A study of the quality of work experience, organisational development, stress, and managerial psychological style using an integrated model of western and eastern psychological development and theories of consciousness.

MASTER OF BUSINESS ADMINISTRATION (MBA) Temple, Phil, U.S.A., 1971

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