

# Andrew Huffer

## Facilitation; Stakeholder Engagement; Coaching and Training



### ANDREW HUFFER

*I'll work with you to provide specialist advice, plan and run your next workshop to meet your brief and deliver results*



**FACILITATION** No-nonsense approaches leading to decisions that stick



**STAKEHOLDER ENGAGEMENT** Open and meaningful engagement processes



**TRAINING & COACHING** Build the capacity of your team



[www.andrewhuffer.com.au](http://www.andrewhuffer.com.au)

## Who is Andrew Huffer?

...A highly experienced facilitator and stakeholder engagement consultant with 30 years facilitation experience and 24 years in business.



Which means that in this time, I've most likely worked with organisations, teams or communities just like yours - providing facilitation; stakeholder engagement; and training and coaching services in a range of sectors right across Australia and overseas.

You'll get the benefit from my practical experience that includes the delivery of *over 1400 workshops* using participatory approaches to actively involve all people in contributing to effective outcomes. This has included a move into the virtual space, highlighted by the delivery of over 100 workshops online over the last three years.

You'll find that my approach is simple and clear, resulting in a strong track record in helping clients to make sound decisions and implement lasting solutions.

When we work together, you'll have the comfort of working with someone who constantly strives to improve by seeking new knowledge and understanding. I regularly attend and present at a range of state, national and international conferences and professional development programs relating to facilitation, stakeholder engagement and speaking.

## Why should you work with me?

I'll help you, your team and your organisation to deliver the goods by gaining a clear, agreed and exciting way forward.

My team and I do this by:

- Focusing on what's working
- Helping you to clearly identify the change you want to see
- Getting you started with small achievable steps to build a momentum that will become unstoppable

People do business with us because I:

- Work hard to understand your world
- Stay above the line and help you to be there too
- Get you moving toward your ultimate goal

## **SNAPSHOT OF EVENTS AND WORKSHOPS FACILITATED**

---

### **ELECTED MEMBERS WORKSHOP | CITY OF JOONDALUP, 2024**

Workshop to provide clarity and connection amongst Elected Members.

### **STRATEGY PLANNING DAY | AWB CO, 2024**

Workshop to develop a strategy that provides clarity, connection and certainty for AWB managers and shareholders.

### **RESILIENCE PLANNING | SOUTH WEST NRM, 2024**

Workshop to develop a resilience toolkit that South West communities can use to quickly plan and take action to get them through dry seasons with confidence.

### **STRATEGIC PLAN | ADVOCARE, 2024**

Development of the organisational strategic plan. Included stakeholder surveys, interviews, board and staff workshops.

### **IMPLEMENTATION PLANNING | RURAL HEALTH WA, 2024**

Workshop with Regional Health Professionals Network (HPN) Coordinators develop a stronger affinity for the HPN strategy and identify key areas to assist its implementation.

### **INTEGRATED SPORTS HUB REVIEW | TOWN OF PORT HEDLAND, 2024**

Series of workshops with Elected Members and staff to review options for the development of the South Hedland Integrated Sports Hub.

### **WORKFORCE PLANNING | DEPARTMENT OF LOCAL GOVERNMENT, SPORTS AND CULTURAL INDUSTRIES, 2024**

Stakeholder forums to identify workforce development needs for the WA Screen Sector.

### **TEAM COLLABORATION | DEPARTMENT OF WATER AND ENVIRONMENTAL REGULATION, 2024**

Workshops to improve synergies between teams within the newly formed Circular Economy Directorate.

### **DIVISIONAL PLANNING | DEPARTMENT OF BIODIVERSITY, CONSERVATION AND ATTRACTIONS, 2023**

Review and strategic planning process for the Parks and Visitor Services Division.

### **INTERNAL PROCESS PLANNING | DWA CONSULTING, 2023**

Workshop to develop agreed and consistent procedures for designs, drawings and reports prior to issue to clients.

### **SOUTH WEST DRAINAGE PROGRAM | WATER CORPORATION, 2023**

Workshop to share information and develop a collective vision and direction for activities associated with rural drainage in the South-West Region.

### **CORPORATE EXECUTIVE PLANNING DAY | DEPARTMENT OF FIRE AND EMERGENCY SERVICES, 2023**

Corporate Executive planning workshop to map out directions for the upcoming twelve months.

### **PRIORITISATION PROCESS | SHIRE OF ASHBURTON, 2023**

Prioritisation workshop for the Shire's Tourism and Economic Development Strategy.

### **IDENTIFICATION OF STRATEGIC RESEARCH PRIORITIES | OCEANS INSTITUTE, 2023**

Series of workshops to update research themes and associated action plans for the Institute.

**BUSINESS SUPPORT TEAM PLANNING | ARC INFRASTRUCTURE, 2023**

Workshop with Business Support team to develop a common understanding within the team of the key processes and staff roles.

**REGIONAL DROUGHT RESILIENCE PLANNING | DEPARTMENT OF PRIMARY INDUSTRIES AND REGIONAL DEVELOPMENT, 2022**

Technical Working Group and regional pilot workshops to identify project priorities for the Regional Drought Resilience Program.

**STRATEGIC PLANNING | WA REGIONAL CHAMBER OF COMMERCE AND INDUSTRY, 2022**

Workshop to assist the RCCI Executive Committee to position itself for the coming three years.

**ENVIRONMENTAL SCAN | Australian Bureau of Agricultural and Resource Economics and Sciences, 2022**

National workshop to create an Australia-wide picture of the environmental impacts of established vertebrate pests and weeds.

**ORGANISATIONAL PRIORITIES | DEPARTMENT OF TRAINING AND WORKFORCE DEVELOPMENT, 2022**

Identification of organisational priorities and strategies for improvement. Internal directorate-focused workshops across the agency.

**STRATEGIC PLAN REVIEW | UNIVERSITY OF WESTERN AUSTRALIA, 2022**

Workshop with staff of the Medical School to review and update the organizational strategic plan.

**BUSINESS STRATEGY | OPTIMATE, 2022**

Business strategy workshops to fine-tune and update the business strategy in context of learnings over the last two years and changes in the business structure.

**BUSHFIRE RISK MANAGEMENT | DEPARTMENT OF FIRE AND EMERGENCY SERVICES, 2022**

Planning for Effective Bushfire Risk Management at the Local Government Level. Workshop to identify the priority areas of activity for the revised Guidelines for Preparing a Bushfire Risk Management Plan.

**SNAPSHOT OF STAKEHOLDER ENGAGEMENT PROJECTS**

---

**REGIONAL DROUGHT RESILIENCE PLANNING | PILBARA DEVELOPMENT COMMISSION, 2024**

Stakeholder consultation for the development of the Kimberley-Pilbara Regional Drought Resilience Plan.

**STAKEHOLDER REFERENCE GROUP FACILITATOR | ALCOA, 2024**

Stakeholder consultation for the update of the Long-Term Residue Management Strategy for the Pinjarra refinery.

**REGIONAL DROUGHT RESILIENCE PLANNING | WHEATBELT DEVELOPMENT COMMISSION, 2024**

Stakeholder consultation for the development of the Wheatbelt Regional Drought Resilience Plan.

**WA CLIMATE ADAPTATION STRATEGY | DEPARTMENT OF WATER AND ENVIRONMENTAL REGULATION, 2023**

Online workshops to ensure that key stakeholders had the opportunity to provide meaningful input to inform the Strategy content and action plan.

**ARROWSMITH DEVELOPMENT HUB | MID WEST DEVELOPMENT COMMISSION, 2023**

Forum with local government and industry stakeholders to enhance private and public sector collaboration to improve the Mid West's competitiveness and enable major project investment and delivery.

**COMMUNITY IMPACT PLANS | FOUNDATION FOR REGIONAL AND RURAL RENEWAL, 2023**

Stakeholder engagement to inform the development of project proposals for Community Impact Plans as part of the Future Drought Fund.

**SECTORAL EMISSIONS REDUCTION STRATEGIES | DEPARTMENT OF WATER AND ENVIRONMENTAL REGULATION, 2022-2023**

Ministerial roundtable and sector-focused engagement to understand the needs of stakeholders across a range of industries.

**WA PLAN FOR PLASTICS | DEPARTMENT OF WATER AND ENVIRONMENTAL REGULATION, 2021-2023**

Stakeholder forums to gain industry feedback on the State Government plan to ban the use of a range of single-use plastic products.

**FOREST MANAGEMENT PLAN | DEPARTMENT OF BIODIVERSITY, CONSERVATION AND ATTRACTIONS, 2022**

Facilitation of industry focus groups to inform development of the 2024-2033 Forest Management Plan.

**COMMUNITY DISASTER PREPAREDNESS | MID-WESTERN REGIONAL COUNCIL, 2022**

Community workshops across the Mid-Western region of NSW to help local communities to prepare for flooding and fire events.

**INTELLECTUAL PROPERTY POLICY REVIEW | DEPARTMENT OF JOBS, TOURISM, SCIENCE AND INNOVATION, 2022**

Focus group workshops to test proposed policy options and canvas views regarding industry specific issues for special consideration within the IP Policy and supporting tool kit.

**WA SKILLS SUMMITS | DEPARTMENT OF TRAINING AND WORKFORCE DEVELOPMENT, 2021**

Forums to generate ideas for practical actions that could be taken to meet current skill needs to assist Western Australia to capitalise on future growth opportunities.

**WA SOIL HEALTH STRATEGY | DEPARTMENT OF PRIMARY INDUSTRIES AND REGIONAL DEVELOPMENT, 2020-2021**

Preparation of the stakeholder engagement plan, facilitation of online focus groups, design and analysis of an online survey and design and hosting of a webinar as part of the development of the draft strategy.

**STRATEGIC COMMUNITY PLAN REVIEW | CITY OF BUSSELTON, 2020**

Facilitation of online and face to face community forums to provide input into the review of the Strategic Community Plan.

**WA NATIVE VEGETATION POLICY | DEPARTMENT OF WATER AND ENVIRONMENTAL REGULATION, 2019-2020**

Facilitation of community forums and sector focus groups across the state to inform the development of the WA Native Vegetation Policy.

## **SNAPSHOT OF PROFESSIONAL DEVELOPMENT WORKSHOPS FACILITATED**

### **FACILITATE STANDOUT ONLINE EXPERIENCES**

Two national public programs (four modules each) to assist participants to develop and apply their people skills in the online environment. In-house programs were also delivered for the Victorian Country Fire Authority and the Local Government Association of South Australia.

### **PRESENTATION SKILLS**

Workshop and coaching to provide participants with a clear understanding of how to best communicate the outcomes of their work to maximise its reach and impact. (Bushfire and Natural Hazards CRC, 2017-2018; Australasian Fire and Emergency Services Conference, 2015-2024).

### **DESIGNING EFFECTIVE EVENTS**

One-day workshop to enable participants to have the knowledge and understanding to select and design an event that best meets the learning needs of their target audience and keep them fully engaged throughout. (Agriculture Victoria, 2016-2017).

### **FACILITATION SKILLS**

*Mastering Facilitation* - three-day program in advanced facilitation (Navy Leadership and Culture Development Directorate, 2017).

*Facilitation Essentials* – one and two-day programs to provide participants with a clear understanding of how people behave in group situations and equip them with core tools and processes to manage and work with groups of people. (Agriculture Victoria, 2016-2017).

### **COMMUNICATION SKILLS**

Half day workshop to improve internal and external client communication skills of staff. (City of Karratha, 2018).

## **SNAPSHOT OF REVIEW AND COACHING PROJECTS**

### **DEVELOPING OUR LEADERS | CITY OF ARMADALE, 2019**

Series of workshops with teams from the Technical Services Directorate to assist managers and supervisors to develop the core skills needed to effectively lead their teams and build a positive working environment.

### **PROJECT REVIEW | DEPARTMENT OF AGRICULTURE AND FOOD WA, 2017**

Independent mid-term review of the Sheep Industry Business Innovation project via focused stakeholder engagement.

### **STOCKTAKE AND FUTURE DIRECTIONS REVIEW | DEPARTMENT OF AGRICULTURE AND FOOD WA, 2016**

Individual and group coaching for directors and senior staff in preparation for an independent panel assessment of the current and future roles of the agency.

### **ENVIRONMENTAL SCAN OF AUSTRALIAN RURAL LEADERSHIP PROGRAMS | FOUNDATION FOR RURAL AND REGIONAL RENEWAL, 2015**

Review to identify the scope and reach of rural industry and community leadership programs available across Australia.

## AWARDS

---

- Australian winner of the 2015 International Association of Facilitators Global Facilitation Impact Award
- Lead Facilitator for Farm Business Resilience Program - Winner of the 2012 WA Premiers Award for Excellence

## EDUCATION AND ACCREDITATIONS

---

- Bachelor of Agricultural Science (Honours), La Trobe University (1989)
- Certificate IV in Training and Assessment (2007)
- Accredited CLICK! Cards Facilitator (2013)
- Accredited Group Map™ Digital Facilitator (2020)

## AFFILIATIONS

---

- Member, International Association of Facilitators (Chair, Oceania Committee)
- Member, International Association of Public Participation
- Member, Australasian Pacific Extension Network
- Member, Australasian Facilitators Network

## WORK HISTORY

---

- January 2000 to present – Andrew Huffer and Associates
- 1991-2000 Agriculture Victoria and Agriculture WA

## REFEREES

---

Can be made available upon request.

## CONTACT

---

Andrew Huffer  
0429 470 285  
andrew@andrewhuffer.com.au  
www.andrewhuffer.com.au