

Dr. Jennifer de Vries

Biography



Dr Jennifer de Vries is a gender strategy and organisational development consultant and researcher (www.jendevries.com).

Jen's passion is assisting organisation to build more gender equitable, diverse and inclusive organisations, where all staff can thrive and make their best contribution.

She partners with organisations, assisting them to customise strategic, research informed, data driven approaches to building these more equitable and inclusive workplaces.

Jen brings a unique skill set to her work and clients, with a strong focus on the strategic design and implementation of gender equity and staff development programs and interventions. Her expertise in the area of gender equality and transformative organisational change is internationally acknowledged and she works with clients in Australia, New Zealand, UK and Europe.

Jen completed her PhD at the University of Western Australia, followed by a Postdoctoral Fellowship at the GEXcel (Centre of Gender Excellence) University of Orebro, Sweden. Her particular specialisation is organisational culture change, and how this can be pursued through linking individual development to organisational change. Jen calls this a 'bifocal approach', where a clear focus on changing organisations is underpinned by a capacity building approach. Jen has successfully applied the 'bifocal approach' to leadership and mentoring programs for a variety of groups including women and early career academics.

Jen is extensively engaged in capacity building work with executives, leaders, mid-level managers, HR and staff development practitioners, and men and women at all levels of organisations, using a combination of keynote lectures, programs, workshops, strategic conversations, masterclasses and individual consultations.

Jen is the author of various research based publications including *Mentoring for Change*, a report commissioned by the LH Martin Institute, and *Sponsorship: Creating Career Opportunities for Women* in Higher Education, published in conjunction with Universities Australia Executive Women.

Jen has also partnered with Tim Muirhead in developing a gender equality program called Partners for Change. This cutting edge program brings men and women together as partners in transformative organisational change.

Jen has worked extensively in Australian universities, medical and scientific research institutes, public sector departments and health not for profits. She has also worked in New Zealand, UK and European universities, delivering keynotes, masterclasses and programs, and gender strategy consulting. For a full client listing download Jen's CV.