

# FELICITY MENZIES



## PROFILE SUMMARY

Felicity is Principal Consultant and CEO of Include-Empower.Com, a Sydney-based global diversity and inclusion consultancy founded in 2012 with expertise encompassing inclusive leadership, unconscious bias, cultural intelligence and inclusion, gender equity and empowering professional women.

Felicity has more than 15 years of experience in financial and professional services, her most recent role being CEO of Stephenson Mansell Group (SMG), one of Australia's preeminent leadership development and culture change firms.

## EXPERIENCE

### PRINCIPAL CONSULTANT & CEO

INCLUDE-EMPOWER.COM | FEB 2018 - CURRENT

Partners with organisations to rethink leadership, talent management, and operating models to deliver breakthrough value through expert guidance and innovative solutions.

### CHIEF EXECUTIVE OFFICER

STEPHENSON MANSELL GROUP | JUNE 2017 - JAN 2018

Responsible for setting the strategy, leading and managing SMG ensuring the Group's continued growth, development and efficient running, strong and growing market presence, robust financial sustainability, high performance culture and rewarding entrepreneurial, collegiate and collaborative professional environment.

### FOUNDER & PRINCIPAL CONSULTANT

CULTURE PLUS CONSULTING | JUNE 2012 - MAY 2017

Partnered with multinationals across APAC to design and facilitate evidence-based and best-practice diversity and inclusion change programmes. Notable engagements included The Walt Disney Company, Westpac, VISA, HSBC, Thales Aerospace & Defence, World Vision, NNIP (formerly ING), Scotiabank, Macquarie Bank, Abbott Pharmaceuticals, Chartered Accountants Australia & New Zealand, Liberty Insurance, Allianz, Monash University. Rebranded as Include-Empower.Com in Jan 2018.

### HEAD OF PRIVATE BANK, SINGAPORE

WESTPAC | FEB 2008 - SEPT 2008

Responsible for leading, managing and coaching bankers to achieve revenue targets. Managing and developing key client relationships and growing portfolio size. Managing relationships with key internal and external stakeholders. Business planning and strategy. Compliance, audit and risk management. Recruitment and resource management. Marketing and sales.

### DIRECTOR, PREMIUM WEALTH SERVICES

WESTPAC | APR 2004 - JAN 2008

### BUSINESS DEVELOPMENT MANAGER, REGIONAL LEAD

RUSSELL INVESTMENT GROUP | APR 2003 - MAR 2004

### ASSOCIATE DIRECTOR, EQUITY DERIVATIVE SALES & TRADING

UBS | AUG 1996 - MAR 2003

## ADVISORY POSITIONS

### **MBA ADVISORY COUNCIL**

OLIN BUSINESS SCHOOL, WASHINGTON UNIVERSITY | OCT  
2017 - CURRENT

## THOUGHT LEADERSHIP

Recognised as a thought-leader in diversity and inclusion globally, Felicity is the author of *A World of Difference* (Major Street Publishing, 2016) and is a regular contributor to business publications including AICD, Forbes, Business Insider, Business First, Acuity, Inhouse Counsel and People Management.

## SPEAKING ENGAGEMENTS

Expert panelist and moderator on D&I related topics. Notable engagements include Chair 2nd Annual Asian Australian Leadership Conference, Women in Gaming Australasia, DAWN/Westpac Cultural Diversity Conversations, DiveIn, Female Insurance Group Asia, PrimeTime Professional Women's Network, Diversity in Asia Network (DIAN), and The Society for Diversity.

## CREDENTIALS & AWARDS

### **FELLOWSHIP**

CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND |  
1995 - CURRENT

### **UNIVERSITY MEDAL, BACHELOR OF ARTS (PSYCHOLOGY)**

JAMES COOK UNIVERSITY, SINGAPORE | 2012

### **BACHELOR OF COMMERCE**

UNIVERSITY OF ADELAIDE | 1992

## CONTACT

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