



## *Luminary* (n):

A person who has attained *eminence* in his or her field or is an *inspiration* to others. An *expert* in their field.

### WHAT WE DO

As we emerge from the pandemic, now is the time to focus on your organisation's people strategy. Making sure you have the right people with the right capabilities in the right positions so they can directly impact your strategy.

By strategically and culturally aligning your talent goals, our experts will help you prepare your organisation for the future of work, placing talent at the core, where technology, analytics, and deep industry knowledge are leveraged for breakthrough results.

Getting the best from your people at every level when constant change is the key to sustainable competitive advantage. Solid strategies, processes, and technology alone do not deliver results. It takes people to accept, adopt, drive, and sustain the change to realise the impact. Success today hinges on strategic agility and the ability to execute with purpose.

### WHO WE ARE

Luminary is a Brisbane-based leadership advisory, and executive search firm focused on connecting talented people and inspiring organisations to navigate the fast-changing world of work.

Bold and curious in our approach, we go above and beyond to ensure we connect the right people with the right organisations at the right time. Our adaptive, all-inclusive approach to recruiting is why many of Queensland's most admired enterprises choose to partner with us.



### EDUCATION SECTOR

Luminary works in partnership with a range of organisations, including schools, universities, research institutes, associations, EdTech and commercial education businesses, to identify and assess leaders capable of delivering excellence and thriving in a complex, changing world.

The Australian education sector is evolving to meet and solve future challenges. We make a difference by supporting today's leaders and the students who will become the leaders of tomorrow:

- Senior executive search and recruitment
- Culture and leadership benchmarking
- Diversity and equity policies and programs
- Recruitment branding projects
- Organisational capability review and programs
- Assessment of leadership potential and cultural fit

### CASE STUDY EXECUTIVE RECRUITMENT PROJECT



**The Brief:** Working for The Vice-Chancellor, to undertake an innovative recruitment process to fill several positions to lead the delivery of best-practice, high-quality integrated education services.

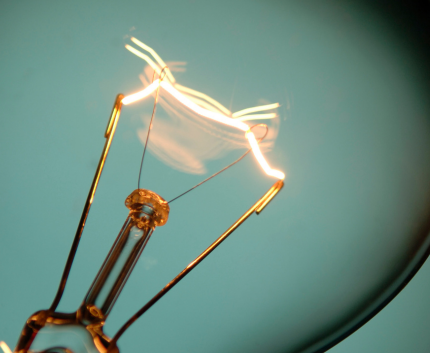
**The Solution:** The creation of a USQ branded website to profile the opportunities, social media campaign supported by a sectoral nationwide search. Competency benchmarking of applicants and screened for cultural fit.

**The Outcome:** Successful appointments commenced in four executive positions between November 2020 and March 2021.



If recruiting for cultural fit means hiring people who will succeed in your workplace environment, you must be clear on what your organisation stands for and ensure your values are clearly defined.

Recruiting for cultural fit is not about hiring people just like you. It is about recruiting individuals who will thrive in your workplace culture. We believe in changing the way we work by changing the WHY we work.



## Assessing for fit:

We assess **talent** with consistency and speed using **science research** and our decades of search and development experience. The outcome of our work will **inform** your selection, promotion and development decisions.

### UNRIVALLED NETWORKS AND INNOVATIVE DIGITAL RECRUITMENT CAMPAIGNS

We use our vast database of executives and an extensive network of relationships to find talent. We then put applicants through a blind screen to reduce unconscious bias and find the best executive talent.

### EQUITY, DIVERSITY AND INCLUSION

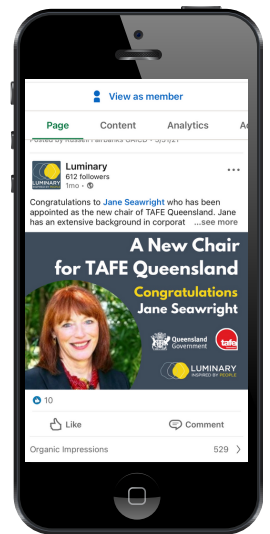
Core to what we do, is our commitment to providing the best available candidates irrespective of their backgrounds.

We are passionate about building strategies for all organisations that promote a diverse and inclusive culture to support a high-performing workforce setting a new standard for diversity globally.

We adopt a **40:40:20** ratio to all executive recruitment projects.

### CLOSING THE GAP

As of December 2020, 4% of our executive appointments identify as Aboriginal Torres and Strait Island.



### TESTIMONIALS

*"From the first conversation, through multiple interviews, assessments and organising interstate travel during a pandemic, Russell and the team **maintained my interest** and supported me with quality feedback and advice at every stage. I'm not six months in, and enjoying my new challenge."*

**Chief Marketing Officer, Higher Education**

*"I was approached by Luminary for the board of TAFE Queensland. Through a lengthy assessment process, and government approvals Luminary kept me informed and updated on progress ahead of my appointment."*

**Non-Executive Director, Vocational Education**

*"We have used Luminary for several search mandates, considering their service and networks to be on par with more expensive Global firms."*

**Chief Human Resources Officer, Independent School**

### LET'S TALK!



For more information contact our team of experts:  
1800 960 202



No one can give you a more complete talent picture than us.



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Our team of experts are onhand to provide you with leadership advice.

