

Personal Details

Name Iain Russell Belôt

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Date & Place of Birth 21st November 1959. Melbourne, Victoria

Marital Status My wife's name is Jillian.
I have 3 children: Georgina (26 yrs); Henry (16 yrs); Stephanie (14 yrs)

Education

Tertiary 1979-1982
Bachelor of Arts (Hons), Monash University, Melbourne.
Double Major: English, History (Honours)
Minor: Linguistics

1983
Diploma of Education, Melbourne State College.

Other Achievements

Sport Australian Rowing Team
1986 Commonwealth Games Team, Edinburgh, Scotland
1985 World Championships, Hazewinkel, Belgium.
1981 Under 23 World Title, Essen, Germany

Victorian Rowing Team, 1983-1987
Kings Cup Eight 1983-1987. Won this title in 1985, 1986, and 1987.
8 National Titles, 7 Victorian Titles, 2 South Australian Titles,
1 New South Wales Title.

Coaching Rowing
All levels of schoolboy and schoolgirl rowing from the elite to the beginner. Specialist in teaching beginners.

Soccer
Player/Coach of Old Scotch 1988
Player at Old Scotch 1981-1989
Bardon La Trobe Soccer Club, 1999, Under 10 team.
Blackburn Baptist Soccer Club, Coach 2000 – 2005.

Employment History

Education

- 2002 to present** The Learning Coach
Owner/operator. Learning and Educational Consultancy.
- 2000-2002** Caulfield Grammar School
217 Glen Eira Road, East St. Kilda, Victoria
Phone 03 9528 6544
- 1991- 2000** Brisbane Grammar School
Gregory Terrace, Spring Hill, Queensland
Phone 07 3834 5200
- 1989-1990** Scotch College
Morrison Street, Hawthorn, Victoria
Phone 03 9810 4321
- 1982-1989** Caulfield Grammar School
217 Glen Eira Road, East St. Kilda, Victoria
Phone 03 9528 6544
- 1980-81** Rossbourne School for the Intellectually Handicapped Children
Relief Teacher
131 Power Street, Hawthorn, Victoria
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Previous Work Experience (University vacation positions)

- 1980 Lever and Kitchen
Assistant to a regional manager
Northern suburbs, Melbourne.
- 1977-1980 Cambridge University Press
General duties: Orders and deliveries, warehouse store-man, and
general office duties.
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Continuing Education

- 2003-2005 Strategic Life Training**
2 year correspondence and residential course in leadership, problem solving, change management and personal development. Strategic Christian Services (Pacific).
- October 2005 Leadership Development and Personality Styles**
Colombus, Ohio, USA.
- July 2005 Leadership Seminar: Principles for Christian Leaders**
Auckland, New Zealand.
- July 2003 Marketing and Sales Training**, Enarhe Corporation.
- February 2002 Leadership, Education, Public Policy and the Family**
Santa Rosa, California.
- August 1996 Brisbane Grammar School Management Training: Strategic Planning**
Forming goals, visions, mission statements, organisational competencies, prioritisation, and implementation. A two-day course.
- March 1996 Team Building**
Stages of team development, dealing with difficult people, effective team operation. A two-day course.
- September 1995 Leadership and leading renewal**
Leadership in change, styles of leadership, leadership and management, situational leadership. A two-day course.
- July 1995 Change Management**
"The school as a learning organisation."
A three day residential programme.
- 1983-2000 Level 2 Coaching Accreditation**, Australian Institute of Sport
- 2000 Introduction to Counselling and Interpersonal Skills**
Half-day seminar delivered to the staff at Brisbane Grammar School by Professor Bob Montgomery, Head of Psychology, Bond University.
- 1996 Negotiation Skills**
One-day seminar on effective negotiating skills. Roger Dawson, Brisbane Convention Centre.
- 1995 Supporting Students With Life Threatening Illnesses**
Specialists from the Royal Brisbane Hospital Oncology and Re-habitation Departments as well as recently bereaved parents.
- 1994** Two-day residential course on effective counseling strategies, techniques, and practices. Education Department Consultants.
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- 1994 Behavioural Management Planning**
Two-day course on intervention strategies, and the development of a consistent, school-wide plan for teachers and students. Education Department Consultants and Guidance Officers.
- 1994 Grief Counseling Inservice**
Two-day course dealing with Pre and Post Death issues for institutions and individuals, effective strategies of care, adolescent grief. Karuna Hospice Service.
- 1991 Skills for Drug Education Seminar**
Five-day programme covering current drug education philosophy, personal and interpersonal skills, and school and classroom strategies. Queensland Education Department.
- 1987 Protective Behaviours**
Two-day course emphasising problem solving and staff responses to sexual and emotional abuse. Victorian Education Department.

Positions of Responsibility

Facilitator of Educational Planning Team Maryborough Education Centre.

\$26 million dollar project merging and relocating five schools incorporating 1500 students and 170 teachers.

- Facilitated senior educational planning team,
- Guided strategic planning and identification of real problems,
- Mentored Principal and other senior leaders,
- Designed professional development plan.
- Oversaw the change process.

Director, Education & Youth Spirit of Truth (2002-2005)

- Pioneered and developed an organisation to provide educational and family support for 1500 families in Australia, New Zealand, Malaysia and Greece.
 - Envisioned and implemented a youth training programme for Australia and New Zealand;
 - Directed three international camps (100 youth and 20 staff);
 - Established youth groups in five cities, identified and trained leaders.
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As The Learning Coach

- Facilitated an all day conflict resolution meeting of senior managers, Enarhe Pty. Ltd.
- Presented change management seminars to Enarhe Pty. Ltd.
- Facilitated over 100 conflict resolution meetings in families, Spirit of Truth (New Zealand).
- Facilitated a Team of Business Leaders in Health Care. Develop a team of independent business owners to develop an understanding of team building. (2000 -2005)
- Advised management committee on commencing a school Christian Fellowship Upper Hutt (New Zealand).
- Inducted New Staff into academic programme 2003 and 2004. Haileybury College, Melbourne.
- Facilitated Student Learning Programme Beth Rivka Ladies College, Melbourne.
- Advised on curriculum design and structure, New Covenant Christian School, Michigan USA.
- Delivered a variety of seminars on topics such as: change management; communication; relationships; conflict resolution; stress; personality, temperament and people skills.

Acting Deputy Headmaster

Brisbane Grammar School, Term 4 1998

- Supervising 95 staff and 1250 students.
- Running staff meeting, and whole school assemblies.
- Defining organisational culture.
- Modelling values.

Assistant to the Deputy Headmaster (Administration)

Brisbane Grammar 1999

- Project management
- Operational implementation of strategic decisions
 - Alter marketing methodology of whole school Open Day
 - Change organizational culture through service initiatives.

Head of Year 9, 10, 11, 12, 8, 9, 10, 11 12, 8

Respectively from 1991-2000. Brisbane Grammar School

- This was a significant change agent role. Was the CEO's internal change agent in transforming a 130 year old organisational culture.

Director of Rowing Coaching

Brisbane Girls' Grammar School 1996-1997

Assistant Rowing Master

Brisbane Grammar School, 1991-2000

Boarding House Tutor

Caulfield Grammar, Brisbane Grammar

- Managing and supervising the activities and personal development of 200 students, liaising with 200 families and managing up to 20 staff.
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