

Australian Applied Management Colloquium

Private sector case study: Helping the private sector lead with the right values

Marcelo Solar, Principal, peckvonhartel (national design practice)



● ● ● ● The hurdles

Marcelo came to the Colloquium program with a few professional hurdles at hand. He saw that his own lack of self-awareness – particularly regarding how his skills could influence and benefit a company in so many levels – needed attention.

And last year many staff chose to leave for different experiences and opportunities. Even though there was an awareness of the importance of retaining good people, the company had to reassess its corporate values, identity and HR strategies to ensure the new team felt acknowledged and rewarded.

● ● ● ● Marcelo's journey

What key learnings did you attain from the Colloquium program?

I gained clarity over the key elements to my leadership style, and to ensure regular and inclusive reflection to ensure the team you lead understand the vision and willingly follow the path.

How has the Colloquium changed your thinking about leadership?

The Colloquium has made me appreciate the value of good leadership and how vital it is to ensure that I focus on my strengths rather than my weaknesses.

What do you do differently now?

I now incorporate reflection into my lifestyle; I have learnt how to increase feedback to my team; and I have developed inclusive methods of rewarding and acknowledging our team.

What advice would you give someone thinking about commencing the Colloquium program?

I would encourage anyone who is either thinking about their professional growth, or currently finds themselves in a management/leadership position to contemplate doing the Colloquium.

What challenges are off in the horizon for you?

The exciting thing for me is that when I look into the horizon I see unlimited opportunities. It is important to understand that as soon as one challenge is achieved another opens up.

[Read more about the Australian Applied Management Colloquium here](#)

Having come to Australia from a refugee background, Marcelo's family journey to Australia was fundamentally formed by values of hard work, determination and achievement. Marcelo's biggest challenge is instilling those values in his staff.

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