

LORI ORMANDY

CONTEMPORARY PEOPLE & CULTURE LEADER

Point Chevalier, New Zealand
+64 27 700 8221 | lori.ormandy@gmail.com

CAREER PROFILE

Commercial, pragmatic People & Culture leader with 20+ years' experience helping businesses turn growth strategy into organisational performance. I build the leadership, talent, culture and operating capability businesses need to scale — without adding complexity that slows them down.

I've worked across high-growth technology, financial services and complex consumer businesses, including as part of the leadership team that helped scale Australian health-tech HealthEngine from around 30 to 160 people in three years, through multiple funding rounds, rapid growth and constant change.

I do my best work where the business is moving fast, the stakes are high and there isn't a ready-made playbook. I work alongside founders and executives to understand the commercial challenge first, then solve the people, capability or organisational constraints getting in the way of growth.

CAREER EXPERIENCE

Head of Partnering, Advisory & Wellbeing | AA INSURANCE

Mar 2025 – Present

Auckland, New Zealand

Senior P&C leadership role with one of New Zealand most trusted general insurer brands, partnering across the enterprise on workforce, leadership, organisational effectiveness, change, employee relations and wellbeing.

- Lead the P&C partnering, advisory and wellbeing portfolio, translating enterprise priorities into practical workforce, organisational and people outcomes.
- Reset the P&C partnering operating model to clarify self-service, People Operations, advisory/SME and strategic partnering accountabilities and improve scalability.
- Lead complex organisational design and consultation activity, including executive and operating-model change, balancing commercial outcomes, employee experience and New Zealand employment obligations.
- Shape strategic workforce planning and future-fit workforce work, including workforce segmentation, productivity, workforce mobility and management of long-term secondments.
- Lead enterprise leadership and management capability uplift focused on accountability, performance, attendance, coaching and frontline management practice.

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Lead P & C Consultant | ORMANDY GROWTH I UNLEASHED CAREERS

Mar 2019 – 2025

Australia & New Zealand

Founded and led an independent P&C consultancy, working with founders, executives, business owners and leadership teams on setting up their people teams to ensure leadership effectiveness, culture, talent, organisational capability and growth.

- Partnered directly with founders and executives as a practical people adviser and coach, moving comfortably between strategic organisational questions and hands-on people solutions.
- Contracts across large corporates and smaller Founder led companies looking to grow and scale. Brands including Inspect RealEstate, Fonterra, MoleMap, Precision Construction, Tidy.

Chief People & Capability Officer | HEALTHENGINE

Sep 2015 – Mar 2019

Perth, Western Australia

Founding executive team member in a rapidly scaling health-tech business. Most notable achievement was building the People function and the leadership, talent, culture and people systems needed to support high growth.

- Grew a six-person Executive Team that led exponential growth and doubled revenue in 18 months.
- Built an agile People Operations function from the ground up across talent acquisition, systems, analytics, policy, performance, culture and leadership capability.
- Delivered 80 technology-focused hires in eight months while protecting the founder-led, values-based culture.
- Personally led global searches for VP Engineering, Chief Customer Officer, VP Product and VP Sales and repositioned the employer brand for scarce engineering and product talent.
- Led successive organisational restructures to align structure and capability with changing growth and funding requirements.
- Designed and operationalised the HealthEngine Culture Code and launched a values-based performance and feedback system.
- Reduced probationary mis-hires by 90%; improved employee engagement by 25% and eNPS by 7 points.

General Manager – People & Culture | RESOURCE EQUIPMENT LIMITED

Jun 2013 – Aug 2015

Perth, Western Australia

- Led P&C for a publicly listed global dewatering, construction management and equipment-hire business with ambitious growth plans.
- Reduced total employment cost by \$5.5m through organisational redesign, restructuring and new employment, remuneration and industrial-relations strategies.
- Built end-to-end HR and payroll capability and reshaped the P&C team around coaching, change, leadership learning, performance and engagement.

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EARLIER EXECUTIVE P&C CAREER

Senior Manager – Group Learning | BHP BILLITON CORPORATE

Apr 2012 – Sep 2012

Melbourne, Victoria

- Promoted from Head of HR Expansion Projects into BHP's global HR team; led Group EVP work for Board submission and bespoke leadership programs for the top 400 leader population.

Head of Human Resources – Expansion Projects | BHP BILLITON IRON ORE

Apr 2010 – Apr 2012

Perth, Western Australia

- Iron Ore Projects ExCo and HR ExCo member; designed organisational change, workforce planning and capability for major expansion projects preparing to deliver approximately \$2bn capital spend per month.

General Manager – Human Resources | MINARA RESOURCES

Nov 2008 – Apr 2010

Western Australia

- Introduced the HR Business Partner model, redesigned reward and executive incentives, strengthened IR strategy and delivered forecast HR budget savings of \$1.1m; employee turnover reached 10% by November 2009.

State HR Lead / Senior ER Advisor | HATCH ASSOCIATES

Nov 2002 – Nov 2008

Australia

- Progressed through senior employee-relations and state HR leadership roles across Wollongong, Victoria and Perth.

RECENT DEVELOPMENT

AI for HR Basics (2026) • Positive Intelligence (PQ) Coach Accreditation (2023) • Certified Social & Emotional Intelligence Coach (2021) • Certificate in Positive Psychology, University of Pennsylvania/Coursera (2018) • Brain Based Coaching, NeuroLeadership Institute (2017) • Accelerated Leadership Program, AGSM (2010)

ACCREDITATIONS

PROSCI Change Management • Positive Intelligence • Social & Emotional Intelligence • VIA Strengths • Caliper • Predictive Index • Myers-Briggs • DiSC

GOVERNANCE & COMMUNITY

Royal New Zealand Yacht Squadron — 2026/2027 Chair of House; 2026 General Committee Member, Full Racing Member and Club Volunteer. • Shorthanded Sailing Association of New Zealand — Race volunteer and competitor.