

# WORKLOGIC FACILITATORS

## Jason Clark

Worklogic Director Jason Clark is a **highly skilled workplace investigator**, with significant expertise in workplace investigation and criminal investigations in the Australian Defence Force. Prior to joining Worklogic as Associate Director (Sydney), Jason was Joint Investigation Office Commander for the ADF Investigative Service. Acting as mentor and leader, Jason managed a team of five investigators in a dynamic environment, handling complex cases.

Since 2007, Jason has led and **been involved in the investigation of serious incidents involving harassment, sexual assault, bullying, workplace violence**, drug and alcohol misuse and fraud. He is an experienced incident scene investigator, utilising contemporary and forensic procedures to identify and collect relevant evidence, and has appeared at numerous judicial hearings.

Jason utilises his strong analytical skills to develop realistic and robust solutions to workplace misconduct. With a **thorough understanding of victimology**, Jason has an **acute awareness of the impact inappropriate workplace behaviour can have** on an organisation's reputation, functioning and people.

He has provided training on investigative techniques, particularly in the areas of witness interviewing and evidence collection. He has facilitated compliance initiatives covering policy topics such as bullying, ethics and fraud awareness, misuse of drugs and alcohol and anti-fraud practices.

Jason is passionate about investigating misconduct and utilising his skills and **experience to assist workplaces to resolve complaints and concerns**, and to initiate positive action to prevent future problems.

## Jodie Fox

Worklogic Director Jodie Fox **brings analytical and emotional intelligence** to all the services she provides on behalf of Worklogic. She keenly understands the need to resolve workplace issues by taking into account strategic, risk, contextual and policy factors. This comes from her extensive experience in employment law and industrial relations, including advising on unfair dismissals, equal opportunity, enterprise agreements, employment policy and litigation.

Jodie gives strategic, practical advice. She takes a **nuanced approach to dealing with sensitive workplace matters** and her recommendations are practical, clear and useful.

Jodie has significant experience in:

- running investigations into employee misconduct;
- **conducting mediations and facilitated discussions;**
- disciplinary review panels and appeal panels under the provisions of enterprise agreements;
- reviewing and writing employment policies;
- planning, implementing and managing transformative change to workplace structure; and
- industrial relations, including planning negotiation strategy, drafting enterprise agreements, negotiating with unions and employee representatives and supporting clients through the voting and approval process.

## Tom Henry

Tom Henry uses his impressive communication and analytical skills in his consulting role at Worklogic. Tom is highly **experienced in undertaking large and complex workplace investigations and reviews**, including managing client and stakeholder expectations in matters requiring particular sensitivity, **confidentiality and care**.

Tom Henry has led a large number of challenging, highly technical workplace investigations and workplace reviews. He has **significant experience across the corporate and public sectors**, including industrial, mining, construction, energy and communications, through to the health and tertiary education sectors.

Tom began his career as a commercial lawyer and offers clear analytical thinking, concise and powerful communication skills, excellent client service and effective case management, including the logistical and intellectual demands of large and complex matters.

Tom also brings **emotional intelligence and a balanced and calm approach**, in managing the significant interpersonal challenges that accompany workplace conflicts.

He is increasingly in demand as a public speaker and trainer on issues such as workplace bullying and undertaking effective investigations.

## Tanya Hunter

Tanya brings her considerable criminal and civil litigation experience and policy consulting background to her role as a workplace investigator.

She has worked with state and local government, not-for-profits and private firms in the US and Australia, including regional and remote communities. She **has extensive experience working with vulnerable clients** and people from culturally and linguistically diverse (CALD) backgrounds, as well as working within legislative and compliance frameworks and enterprise agreements. She **brings a balanced, impartial approach** to the entire process from preliminary analysis of complaints to conducting investigations and creating productive policy guidance and solutions.