



Brad Norris - Biography

Brad Norris is the founder and director of Synergy Health Ltd. An organisation which has developed a strong reputation for delivering effective workplace wellbeing, safety and organisational development programmes to some of the largest and most successful workplaces in New Zealand and Australia over the last 18 years.

Brad's formal education includes the completion of a Masters in Industrial and Organisational Psychology and a Diploma in Sports Studies. This has provided him with expert knowledge in human resource management and behaviour change principles.

Brad is an energetic and engaging facilitator focusing on the practical application of the information that he presents.

Brad specialises in delivering presentations on the following topics:

- Creating work environments to promote behaviour change.
- Implementing strategic workplace wellbeing, safety and organisational development programmes;
- Enhancing employee resilience;
- Enhancing employee engagement;
- Effectively managing change;

In addition to presenting to a large number of clients, Brad has delivered presentations at the following conferences / summits:

- Guest speaker at the Annual Clinical and Organisational Psychology Conference
- Keynote speaker at the Human Resource Institute of New Zealand National Conference
- Keynote speaker at the 'Ancestral Health of New Zealand' Symposium
- Keynote at the Zeroharm CEO Business Summit
- Fresh People Summit

Most recently, Brad was rated by participants as the best speaker at both the 'Safety 360 Conference' and the 'OD (re) Design Conference' for human resource professionals.

Feedback from participants include:

- Brad's presentation was very well structured and had some good thoughts/ideas I could take and apply immediately.

- Brad was my favourite presenter, because of his ability to tell stories that I could then relate it to what I do and they knew what they wanted to say.
- Brad Norris – the most engaging presenter I think I've ever witnessed! loved the personal values based actions. Great content.
- Brad Norris was my favourite presenter - well presented and a useful, practical methodology that I can use.
- Brad Norris was by far my standout. His framing of HR as behaviour change and a values-based approach to behaviour change was inspirational.
- Brad Norris because he was engaging, went into useful detail about their framework and how they applied.
- Brad's presentation provided a real ah ha moment for me around the need to focus on values to get behaviour changes in those who are unengaged.
- Brad Norris was inspiring, accomplished, motivating. Loved the clarity he had in his presentation.
- Brad Norris gave an insightful way of getting the best from people and gave us some good examples of how it works.
- All the presenters were good, but Brad was really good.
- Brad Norris was upbeat, current, right pitch, great visual aids, interactive.

Speaker Introduction (if required):

Brad is the Founder and Managing Director of Synergy Health, a business that over the last 18 years developed a strong reputation for delivering effective workplace wellbeing, safety and organisational development programmes to some of the largest and most successful workplaces in New Zealand and Australia. He has a Masters in Organisational Psychology, is a coffee lover and bike fanatic.