

- Name:** Alan du Mée, MSc. MBA, FAICD, FAIM, MIIE, email: [alan@dumee.name](mailto:alan@dumee.name)  
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[www.asolidfoundation.com.au](http://www.asolidfoundation.com.au) , 132 Whites Road, Maryvale, Qld 4370
- What I do:** Company director and business strategist, counsel for Boards, CEOs and Senior Managers. Integration of strategy, operations, people, performance management, risk management, Information Technology, technical and production strategy, performance measurement, improvement and reward systems. Helping Leaders and mentoring Managers to get the best out of difficult situations in both the private and public sectors. Outstanding capabilities in strategic re-positioning and value enhancement of government and private sector companies and in partnership negotiations.
- Specialist Skills:** Leader, specialising in re-positioning and growing companies and businesses in difficult circumstances. Change Agent, Strategist, Business Development Specialist, Finance and Strategic Planning integrator, Human Resources Strategist, Industrial, Production & Mechanical Engineer, CEO and Company Director.
- Client companies:** Listed and unlisted companies in energy, mining, minerals processing, IT, sugar, project development, recruitment
- Experience** Electricity, gas transmission and trading, paper, aluminium, fabrication, sugar, transport, consulting engineering, ethanol, power plant development and construction, coal resource strategy, acquisition and development. Negotiated joint ventures, acquisitions, partnerships, investments and asset sales. Lived and worked in England, Mauritius, South Africa, Zimbabwe, Australia, and USA. Conducted business and project assessment and development work in Australia, India, Indonesia, China, Malaysia, Brazil, Sudan, Iran, Chile & Argentina. Speaks English and French. Australian Citizen.
- Other Positions:** **Principal of A Solid Foundation**® consulting services business, **Director of NTQ Energy a project specific energy Project Development and Project Management company.**
- Qualifications:** **Master of Business Administration - MBA** - Finance and Strategic Planning (College Gold Medal, Nedbank Prize), University of Cape Town  
**Master of Science - MSc - Honours Transfer Course** - Industrial Engineering and Administration - Cranfield University, Cranfield UK  
**Higher National Diploma** - Mechanical and Production Engineering (Distinctions) UK  
**AHRI Diploma in Human Resources** - Part 1 of 2 (High Distinction)  
**Technical apprenticeship in the engineering industry (UK)**
- Affiliations:** Fellow of the Australian Institute of Company Directors – FAICD  
Fellow of the Australian Institute of Management - FAIM  
Member of the Institute of Industrial Engineers – MIIE  
Past Chairman of the Australian National Generators Forum
- Skills summary** Personal strengths are to be able to size situations up quickly, to be decisive and to motivate people through improved outcome focus and culture change, properly integrated into business strategy and performance management. A particular speciality is to motivate people to achieve difficult goals. Lasting change is achieved in a rapid, integrated and transparent manner, within an integrated change management framework, based on a high standard of ethical dealings across all a company's operations.

**Feb 2003 – Present – Principal** of A Solid Foundation ® - a business strategy consulting business, **Director** NTQ Energy – an energy project sponsorship and development company. Strategy counsel, strategy development and strategy deployment for Boards, CEOs and Senior Managers. Helping businesses get the best out of difficult business situations. Strategic integration of people, information technology, business, production, technical, performance management and reward systems in a Change Management and Business Improvement environment for client companies in the private and public sectors.

**Feb 1998 – Feb2003 - TARONG ENERGY CORPORATION – BRISBANE - Chief Executive Officer**

Successfully re-positioned the company from a stranded asset base. Established and refocused critical functions of Operations, Trading, Marketing, Operations Development, Human Resources and Finance to compete with the best private and public sector companies in an aggressive market place. Reporting to the Board of Directors. Estimated value adding for the corporation, as part of the un-stranding process, close to \$1 billion.

Received considerable support from the union and non-union workforce. Brought in key new commercial skills and successfully deployed a culture change programme involving union and non-union staff.

Dramatic and lasting change was achieved in a rapid, integrated and transparent manner without the division and tension so often experienced under alternative approaches.

Community support and encouragement was a major factor in success and the company deployed an integrated strategy for working with the community, State and Local Government through some very difficult issues themed 'Making a difference in Partnership'.

The ethical framework for this achievement is a cornerstone of the potential for real alignment of all stakeholders in a business undergoing significant realignment in all of its aspects.

Achieved the following milestones:-

- Established 3 year EBA with the unions including incentives for all staff based primarily on margin creation. This was the last element of a 'one salary line for all' strategy attached to a performance setting and performance management system
- Achieved a world record performance for continuous operation of Tarong unit #2 and best ever availability for Tarong power station after 18 years of operation
- Achieved 1 million hours injury free for Tarong Energy employees and 530 days LTI free for contractors.
- Established an innovative local content program for the \$570 million Tarong North Development project now used as a model for an EPC development and the Tarong Learning program for training and re-training local unemployed people
- Established long term wholesale 'win win' alliances with customers.
- Developed alternative coal supply strategies that un-stranded this once stranded asset and significantly lowered costs

**November 1996 – January 1998 - AUSTA ELECTRIC/AUSTA ENERGY BRISBANE - General Manager** Business Development - Member of the Executive Management Team

Responsible for all of AUSTA Electric's and subsequently, AUSTA Energy's business development in Australia and overseas. AUSTA Electric was a \$4.4 billion, 1300 staff electricity generator and power plant developer.

**June 1994 - November 1996 - BHP ENGINEERING SYDNEY - Business Manager Human Resources and Change Management - Member of the Executive Management Team, Company Director of BHP Engineering Pty. Ltd. - A change agent for this 1900 person engineering services business. Responsible for Human Resources, Safety, Total**

**Quality Management, Public Affairs and Communication, and International Business Coordination.**

**April 1991 - June 1994 - BHP ENGINEERING SYDNEY - Senior Manager Strategic Planning, Marketing, Information Technology & Public Affairs, Director of BHP Engineering Pty. Ltd, Acting Group General Manager.**

**Management of the Marketing & Strategic Planning, Public Affairs and Information Technology.**

**1987 - March 1991 REVOLUTION FUELS OF AMERICA, ATLANTA, USA - Director of Finance**

QUEENSLAND SCIENCE & TECHNOLOGY LTD - Chief Executive, Director & Company Treasurer. Director of Finance for RFA and its subsidiary, BioCom USA.

**1983 - 1987 QUEENSLAND ELECTRICITY COMMISSION (QEC), BRISBANE**

Manager Finance and Corporate Planning, 2 IC Finance and Administration Division and staff of more than 130. Principal Organisation Consultant, Manager Corporate Planning and Manager Finance of this 5000 employee enterprise and 13,500 employee industry

**1982 - 1983 DIGITAL EQUIPMENT CORPORATION, SYDNEY - Senior Financial Analyst/Finance and Administration Comptroller - Responsible to the Finance Manager of Digital Equipment Australia for the budgets and management reporting for 13 cost centres. Annual budget AUD\$13 million operating, AUD\$4-8 million capital.**

**1974 - 1982 HULETT'S CORPORATION, DURBAN, SOUTH AFRICA (A subsidiary of the Anglo American Corporation of South Africa) and TRIANGLE LIMITED, ZIMBABWE**

Group Corporate Planning Adviser, Industrial Engineer, Senior Industrial Engineer (Hulett's Aluminium/Alcan South Africa), Group Industrial Engineering Consultant, Group Corporate Planning Advisor (Hulett's Corporation). Group included paper manufacture, sugar growing, milling and refining, aluminium processing (Alcan South Africa), transport, property, animal feeds, ethanol production, corn wet milling and associated sweeteners and staff 25,000 employees. Responsibilities included turn-around situations, acquisitions and planning for the political changes in Zimbabwe and strategic planning. Developed strategies for the Hulett's Sugar Co to become a sweetener company. Completed comprehensive review road transport operations business restructure.

**1979 - 1980 MBA FINANCE AND CORPORATE PLANNING, GRADUATE SCHOOL OF BUSINESS UNIVERSITY OF CAPE TOWN - Sponsored by Hulett's Corporation. Majored in Corporate Planning and Finance. Passed in the First Class with distinctions. Nedbank Prize and Old Mutual Gold Medal winner.**

**1973 - 1974 ROGERS & COMPANY LTD, MAURITIUS - Assistant to General Manager - Caltex Oil Division - Responsible for the re-organisation of the domestic, industrial and airline operations of this agency operation for this international oil company.**

**1971 - 1973 MASTER OF SCIENCE DEGREE IN INDUSTRIAL ENGINEERING & ADMINISTRATION – Cranfield University, Bedfordshire England**

**1966 - 1971 G A HARVEY LTD, WOOLWICH, LONDON- Technical Apprentice – a 2000 employee general engineering company. Awarded Ordinary National Certificate in Mechanical Engineering and a Higher National Diploma in Production (& Mechanical) Engineering with distinctions.**

**Other Aspects:-**

- AICD - Company Directors Course
- INSEAD Singapore – Managing Change in Asia
- INSEAD Beijing – Asian Executive Management Program
- AICD – the art of negotiation programme