



**16TH APS INDUSTRIAL AND ORGANISATIONAL
PSYCHOLOGY CONFERENCE**

NO MATTER WHAT THE FUTURE BRINGS:

Designing Culture and Change for Volatile Systems

Friday, 30 October 2026



Meet the Panel

Claire Swyny
Goldfields Australia

Dr. Clare Goodman
The Lift Effect

Christian Holyoak
Holyoak Coaching & Consulting

Chair & Moderator:

Vanessa Vershaw
Managing Director, The Vanessa Vershaw Group

**WE'RE STILL DESIGNING CHANGE FOR
A WORLD THAT **NO LONGER EXISTS.****

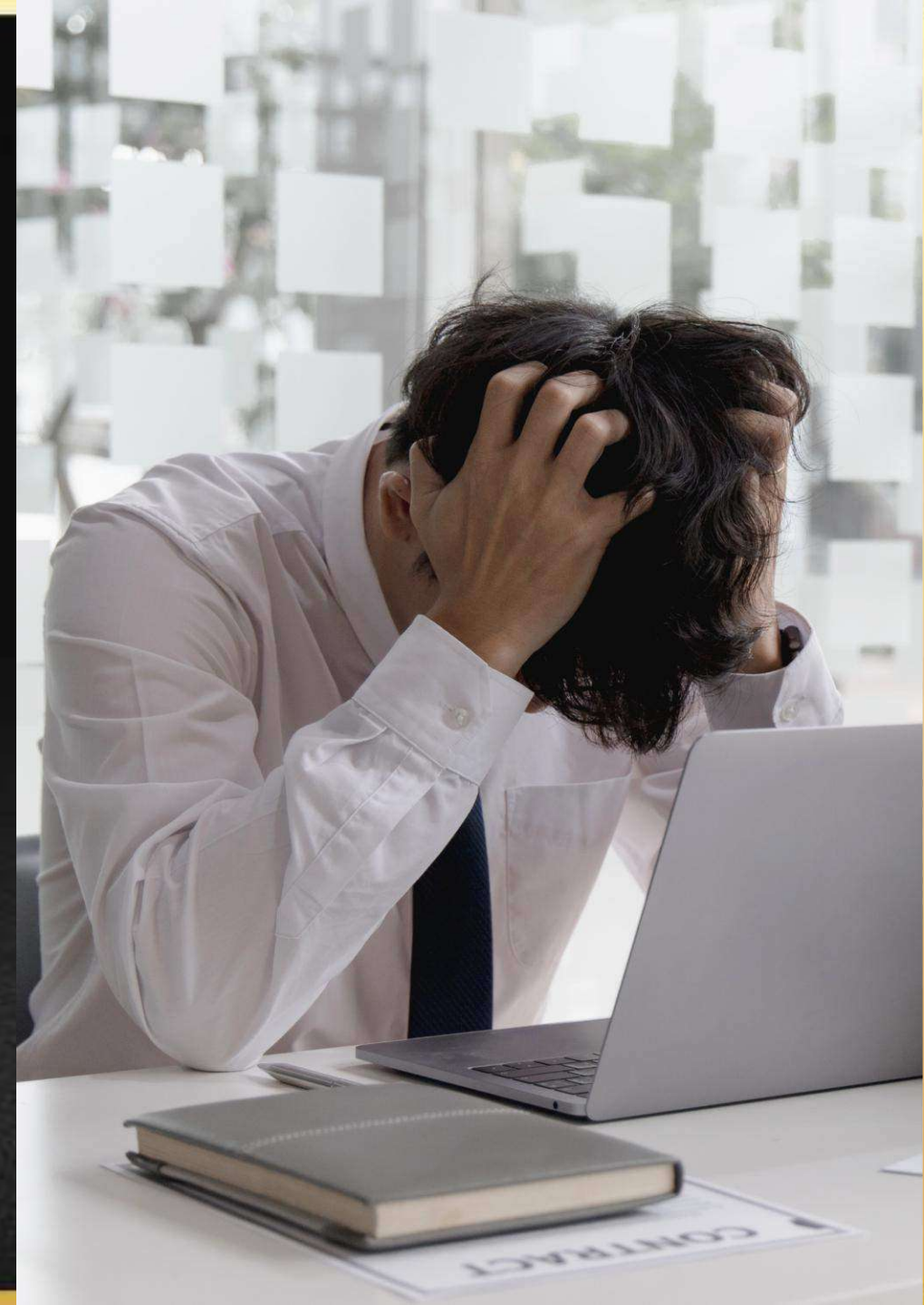


**CHANGE IS NO
LONGER EPISODIC.
IT'S THE OPERATING
ENVIRONMENT.**

39%

of a worker's core skills will change or
become obsolete by 2030

[World Economic Forum Future of Jobs Report 2025](#)



BUILDING CAPABILITY THAT STICKS.

CLAIRE SWYNY

**Lead Specialist Talent Management
Gold Fields Australia**

Claire is a Registered Psychologist and experienced organisational development professional with over 20 years of expertise in talent management, leadership development, organisational culture, employee engagement, and change management across diverse industries, supported by advanced qualifications in psychology and extensive professional accreditations.

How do we make culture and change part of the organisational system?



ADAPTATION OR RESISTANCE?

CLARE GOODMAN

Director

The Lift Effect & Christian Holyoak

Dr Clare Goodman, founder of The Lift Effect, is a leader in contemporary leadership research, development and training, combining world-first neuro-leadership research and organisational expertise to strengthen leadership confidence, understanding and business results.

**What if people are already adapting
– just not as expected?**



WHAT'S REALLY HAPPENING BENEATH THE SURFACE?

CHRISTIAN HOLYOAK

Founder

Holyoak Coaching & Consulting

Christian Holyoak is an internationally experienced clinical psychologist, psychotherapist, executive coach and leadership consultant with over 20 years of expertise in trauma, mental health and organisational development, helping leaders and teams navigate complex challenges, uncover root causes and unlock their potential for growth and meaningful change.

Identity. Anxiety.
The things nobody is saying.



HOW DO WE DESIGN ORGANISATIONS CAPABLE OF THRIVING WHEN **CHANGE NEVER STOPS?**



Thank you!

VANESSA VERSHAW
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