Cherylyn (Cheryl) McCormack — RTO CAPABILITY BIO

TAE40122 Trainer & Assessor | Workforce Capability Specialist | Business & Leadership Facilitator

Seacliff Park, SA • ABN Registered • Remote Delivery Australia-wide • In-person delivery South Australia • 0417 899 756 • cheryl@mccormackconsulting.com.au • LinkedIn • www.mccormackconsulting.com.au/RTO Training & Assessment Services

Professional Identity

Workforce capability specialist and business leader with a 30+ year track record of **building and operating successful businesses** while delivering advisory services in HR, recruitment, team development, leadership, skills gap analysis and organisational optimisation. My experience spans both corporate leadership and SMB ownership in commercial and non-profit sectors, where I have supported organisations to uplift capability, refine processes and strengthen performance. I bring a practical, business-grounded - people-centric approach to adult learning and development.

Training & Assessment Competencies

I can deliver and assess across the following industry-aligned capability areas:

Business, Entrepreneurship & Start-Ups

- **Master of Public Administration (Policy)**
- **Bachelor of Management (Human Resources)**
- **Graduate Certification in Total Quality Management**
- Entrepreneurship & Innovation
- Business start-up, scaling, market development
- Strategic planning, business modelling, financial stewardship
- Digital marketing fundamentals (practical, applied)

Leadership & Management

- **Graduate Diploma in Psychology**
- Leadership development (emerging to executive)
- Team building, culture uplift, capability development
- KPI frameworks, performance management, organisational improvement
- Change management and continuous improvement
- Myers-Briggs Type Indicator for Communication, Conflict Resolution, Change, Leadership development (certified practitioner)
- Emotional Intelligence (no certification but considerable delivery experience)

Human Resources & Recruitment

- **Bachelor of Management (Human Resources)**
- **Graduate Diploma in Psychology**
- **Master of Public Administration (Policy)**
- Recruitment & selection best practice
- Psychometric assessments (MBTI, CPI, SII)
- Workforce capability assessment, development planning, onboarding, offboarding
- HR policy, procedure and compliance documentation

Training & Assessment

- **TAE40122 Certificate IV in Training & Assessment**
- Adult learning facilitation
- Assessment design, marking, validation
- Resource mapping, LLN alignment, competency-based assessment
- RPL assessment (experienced assessor)

Career Development & Employability

- Career guidance, employability skills, job readiness
- Resume coaching, interview preparation
- Employment services expertise (20+ years)

Quality, Compliance & SOP Development

- ISO-aligned SOP frameworks
- Process optimisation, governance uplift
- Policy and procedure development
- Governance and regulatory experience
- Continuous improvement systems

Delivery Modes

- Remote delivery via Zoom, Teams, LMS – Australia-wide
- In-person group training delivery (South Australia)
- One-on-one coaching
- Virtual workshops
- Assessment marking & validation
- Resource development (unit guides, assessments, mapping)

What Sets Me Apart

- 25+ years business ownership and senior leadership (PAYG & ABN)
- Real-world business-building experience that strengthens the relevance and practicality of training delivery
- Built a Sydney consultancy from start-up to $4M revenue spanning over two decades
- SA Government sector experience (regulatory, performance, governance)
- Designed KPI programs, SOP frameworks, capability uplift initiatives
- High-level facilitation skills across diverse industries for over three decades
- Certified MBTI, CPI, SII practitioner
- Strong compliance, documentation and quality assurance capability
- Known for people-centred, practical, engaging delivery
- High-end technology expertise (from website development and social media platforms to PowerPoint presentations and project management

Availability

- Remote contract or casual hourly work (Australia-wide)
- In-person contract or casual hourly work (South Australia)
- Immediate start - Flexible scheduling
- ABN-based engagement only