

About Yellow Edge 2023

Yellow Edge is a local, privately owned Canberra based consulting company focused on helping individuals, teams and organisations to achieve high performance.

Founded in 2002 on a clear set of values and an approach to our work that is client centred, our high-performance work is carried out through the following business streams:

- Performance consulting including organisational alignment, executive cohesion, workforce planning, capability planning, business planning organisational reviews and design and performance management.
- Citizen and stakeholder engagement. We specialise in building solid engagement strategies for organisations as well as conduct stakeholder engagement processes on their behalf with citizens, communities and business stakeholders.
- Leadership development including executive cohesion, senior and middle level management and leadership development.
- Capability development in many areas including change management, performance management, team building, influencing, conflict management and emotional intelligence, self-awareness, customer service and problem solving.
- Executive coaching including for senior executives up to chief executive level.

In 2023, Yellow Edge established an internal Research, Sustainability and Social Impact function to drive its ambitions in being a net positive contributor to the environment and to our community. This function also focuses on the conduct or commission of research to better understand how we can continue to support leaders in their development and practice.

Who we are

Yellow Edge is a B Corp. B Corporations, or B Corps, make decisions that make a positive impact across their workers, customers, suppliers, community, and the environment. <https://www.bcorporation.com.au/>

Our Purpose: we shape human potential.

What we do: we design and build high performance at individual, team and organisational levels by bringing together powerful ideas, clever people, smart tools and deep experience.

How we do this: we help explore the cutting edge, navigate new paths, create deep learning experiences, facilitate conversations that matter and build commitment for purposeful change.

How do we wish to work: we seek to educate, inspire and reassure. We are reliable, easy to work with and trusted. We inspire new ways of seeing and doing things.

The impact we want to have people interacting with us feel inspired, reassured and valued.

Why we do what we do: because we believe in human potential.

Our Ethics

To us, behaving in an ethical manner in the work that we do and in our professional relationships is about sustaining the kind of company that we strive to be. In the work that we do:

- We seek to do no harm to people, to our environment and to the places we live and work in.
- While we are entitled to our own personal political and religious views, we are apolitical and secular in our work.
- We do not condone violence against women and children in any form. We do not condone bullying or harassment, nor discrimination of anyone on the basis for their race, ethnicity, sexuality or disability.
- We respect the inherent dignity of our staff, our clients, associates and suppliers.
- We maintain the privacy and confidentiality of our staff, clients, partners, associates and suppliers
- We act with integrity and on the basis of our individual and collective conscious.
- We charge a fair price for the work that we do.
- We uphold and comply with legislation and regulation related to the proper conduct of our business.
- We value being part of the ACT community and contribute to its vitality through local employment and sourcing, contributions to local not for profit and social enterprises and by being engaged with Canberra matters where we have value to offer.
- We address our professional ethical dilemmas together.

Our Commitment to Sustainability

For us at Yellow Edge, Sustainability consists of:

1. Being a sustainable business that can continue to provide meaningful employment for Australians and offer continued value to our clients over the long term. This entails:
 - A robust business model underpinned by fair and ethical commercial and profit frameworks, adequate working capital and longer-term ethical investments.
 - A commitment to investing in innovation and research into the practice and development of effective leadership.
 - A commitment to best practice employment conditions and opportunities for staff
 - Continually refreshed partnerships with talented consultants, facilitators and executive coaches, and suppliers of leading-edge tools and platforms so that we can continue to service client needs.
 - Compliance and adherence to all legislation frameworks and regulations required of a small business.
 - Long term business planning including succession.
2. Doing what we can to be a net positive contributor to the environment. This is consistent with our status as B Corp. In addition, Yellow Edge is on a path over the medium term, to becoming a Net Zero company. Part of this path is achieving Climate Active Certification in 2023. Climate Active Certification is an Australian Government initiative. This certification entails:
 - Calculating the emissions produced by Yellow Edge
 - Developing and implementing an emissions reductions strategy
 - Purchasing authenticated offsets for residual emissions
 - Being independently audited on our emissions data
 - Publishing our carbon reduction claims
3. Being a meaningful contributor to the community here in the ACT. This entails:
 - Supporting and contributing to the vibrancy and quality of community life particularly through Yellow Edge's Human Potential Survey and other corporate activity.
 - Assisting the less fortunate and vulnerable particularly women and girls at risk and the homeless in the ACT.
 - Providing meaningful employment to residents of the ACT and creating meaningful work opportunities for our associates, suppliers and delivery partners.

Our Diversity, Inclusion & Equity Statement

Our approach to diversity, inclusion and equity is simple. We advocate for the potential of all people because we believe in human potential.

At Yellow Edge,

- We leverage the strengths of the team and the business.
- We integrate rather than segregate.
- We recognise the value of diversity in all its forms.
- We view performance as a highly collaborative and collective endeavor with everyone playing a part.
- We believe that talents can be developed and that great abilities are built over time.
- We recognise each other as peers and colleagues and take a genuine interest in each other's lives.
- We share rewards with all employees when the company does well.
- We ensure salary parity amongst employees at the same level regardless of gender.
- We commit to making additional company superannuation contributions (2% higher than legislative requirements) to female staff from 1 July 2021.

To us, embracing and leveraging diversity and equity in all its forms in the work that we do and in our professional relationships is about sustaining the kind of company that we strive to be. We want to ensure that everyone who work with us feels inspired, reassured and valued.

At Yellow Edge, we embrace the Uluru Statement from the Heart, and we are grateful for the invitation to walk with First Nations Peoples in a movement for a better future. <https://ulurustatement.org/the-statement>

Yellow Edge is a signatory to Australia reMADE - <https://www.australiaremade.org/>

Our Social Procurement Statement

Yellow Edge supports Government Social Procurement policies which seek to provide fair opportunities for the economic, social, and environmental wellbeing of Australian communities, especially those which are disadvantaged.

In procuring services from Yellow Edge, you are:

1. Supporting a locally owned Australian small business which continues to demonstrate that it has a positive impact on the people we work with and for.
2. Working with a company which is committed to being ethical in intent, means and ends. We have a framework for ethical decision-making practices and require all staff and partners to sign up to a Code of Business Conduct & Ethics. We have set ourselves environmental targets which minimise or eliminate harm to our environment.
3. Supporting our commitment to sourcing products and services from local small businesses.
4. Supporting the economic wellbeing of a diverse range of professionals and other local entrepreneurs, suppliers, and small businesses with whom we work in the delivery of our services.
5. Enabling our continued commitment to modest financial contributions to charities assisting in the prevention of violence against women and children and our pro bono capacity building work with a range of small not for profit organisations which provide services to disadvantaged communities and people at risk.
6. Supporting a "B Corp" company. B Corp companies are globally recognized for their demonstrated commitment to balancing profit with the needs and wellbeing of staff, stakeholders, the community, and the environment.