

SARAH JOHNSON



CONSULTANT - FACILITATOR - COACH

Capability Statement 2025

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Services

Sarah Johnson provides facilitation, coaching and consultancy services to government and community sector organisations and peak bodies, predominately in Victoria.

Service offerings include:

- **Strategy and planning** that translates into sustainable action and impact for teams, organisations and service systems. Sarah's approach to planning balances creativity with rigor and is underpinned by a collaborative stakeholder driven approach.
- **Leadership development programs** to support emerging community sector leaders. Sarah is passionate about supporting emerging leaders to recognise their influence, and plan how they want to lead with integrity in the future.
- **Stakeholder consultation** to support research, evaluation and independent reviews of products and services, while centring the voices of service users. Sarah is expert at creating safe spaces where a diverse range of participants can share experiences and provide advice.
- **Partnership negotiations** to ensure mutual benefit and enable sustainable collaborative relationships. Sarah is a trained partnership broker with experience in both cross organisation and whole of service system collaboration.
- **Coaching, mentoring and supervision** through structured, supportive conversations that bring about clear, positive outcomes. Sarah's strength-based, solution-focused approach supports individuals to take purposeful action toward their goals.

About Sarah

Sarah brings over 25 years' experience working across the community sector in practitioner, management, leadership and governance roles in crisis response, youth support, sexual assault and family violence. As a consultant, facilitator and coach Sarah creates warm, inclusive, focused spaces where individuals, teams and organisations can move through complexity to achieve their goals.

Recognised for integrity in relationships, Sarah balances creativity with rigor through a collaborative stakeholder driven approach.

A deep listener and engaging communicator, Sarah is passionate about supporting emerging leaders and harnessing diverse perspectives to develop powerful strategies to deliver positive change.

Prior to consulting, her most recent positions were:

- Principal Strategic Advisor (Northern Melbourne Family Violence Regional Integration Committee) providing expertise, leadership and oversight of the partnership. Sarah was an expert witness to Victoria's 2015 Royal Commission into Family Violence and provided advice to local and statewide committees, government and services, coordinating capacity building initiatives and enhancing collaboration across the service system.
- Inaugural Executive Officer (Victorian Youth Mentoring Alliance) establishing the organisation as a respected peak body, including managing staff, organisational resources, sustainability and representing the interests of member organisations.
- Business Development Consultant (Kensington Neighbourhood House) driving an industry analysis to better understand the adult education operating environment, including potential client groups, competitors and the organisation's competitive edge.

In addition Sarah has partnered with Aboriginal organisations to deliver youth mentoring programs, led community arts initiatives and worked in youth services, suicide intervention and rape crisis.

Sarah holds an Advanced Diploma in Management, Graduate Diploma in Counselling and a Bachelor of Arts degree (psychology). Sarah is a Certified Organisational Coach with the Institute of Executive Coaching and Leadership and has trained with the Partnership Brokers Association.

Consultancy Strengths

Sarah brings the following unique combination of skills and experience:

Exceptional facilitation skills – Highly experienced in facilitating forums, stakeholder consultations, strategic planning, team building and leadership programs both in person and online. Sarah is expert in responding to the needs of diverse participants, while driving shared outcomes across and within a wide range of organisations and sectors.

High level stakeholder engagement skills – An engaging communicator, Sarah quickly gains the trust of diverse stakeholders, to understand their unique perspectives and build solutions to respond to their needs. Sarah has consulted with hundreds of stakeholders, including CEOs, bureaucrats, senior managers, practitioners and service users, and is known for providing an inclusive and intersectional approach.

Extensive project management experience – With attention to the big picture and the fine detail, Sarah balances the need to adapt to changes in the project environment with managing client expectations, budget and timeframes.

Outstanding analysis and writing skills – Adept at analysing complex issues, Sarah distils findings into coherent themes that enable clients to respond to identified opportunities. Reports, plans and other written outputs are clear, succinct and targeted to the audience. Recommendations are evidence based, realistic and context specific.

A whole of service system view – With experience in cross sector partnerships and multiagency collaboration, Sarah provides advice to enhance service system responses and collaboration, from practice through to governance.

Reform implementation experience – Supporting the rollout of a broad range of system reforms following Victoria's Royal Commission into Family Violence, Sarah is adept at working with organisations and government to strengthen the implementation of reforms and brings specific knowledge in workforce development.

Deep knowledge of family violence service system – With extensive networks across Victoria's family violence sector, Sarah has intimate knowledge of its operational and policy context, including challenges faced by individuals, organisations and sectors that respond to family violence.

Track Record

Sarah Johnson Consulting's clients include peak bodies, government departments, community sector and healthcare organisations.



Department
of Health



Gender & Disaster Australia



YOUTH & FAMILY SERVICES



Macedon
Ranges
Shire Council



Merri Health
Healthcare that moves with you



No to Violence
Working together to end men's family violence



Sexual Assault
Services Victoria



Western Integrated Family Violence Committee



Testimonials

Sarah has a respectful and inclusive approach and offers strong engagement in all of the services she provides. She is professional, highly organised, and passionate about driving positive change. (Jean Cameron, Family Violence Projects Manager, Workforce Innovation and Development Institute, RMIT)

"Thanks to Sarah's experience, insight, excellent communication and project management we have a family violence and gender equality strategic action plan with measurable targets and agency wide buy-in." (Dr Carolyn Wallace, General Manager Family and Community, Merri Health)

"Sarah's calm humility in encouraging discussions, weaving in key learnings, keeping us to time and juggling guest speakers was flawless." (Leadership Program Participant)

"I have experienced Sarah's depth of her knowledge, her kindness and consideration, and her motivation to deliver something high-quality and valuable in this fantastic work. It is a joy to work with Sarah ensuring the

successful delivery of the [Fast Track Leadership] program.” (Amelia Ditcham, Prevention Practice and Workforce Development Manager, Safe and Equal)

“Sarah brought a gentle, thoughtful approach to her action planning work with our organisation. The team appreciated the carefully targeted exercises Sarah used with us to elicit the ‘aha’ moments and insights we needed. (Dr Deb Parkinson, Director, Gender and Disaster Australia)

Consultancy Project Examples

Sarah primarily undertakes small to medium size projects. For larger projects, or those that require additional expertise or resources, Sarah may bring in consulting associates.

Below are examples of projects undertaken in the last five years:

Client	Project
Family Safety Victoria, DFFH	Facilitation of stakeholder workshops to support development of the Family Violence Reform Rolling Action Plan 2025-2027
Western Victoria Primary Health Network	Facilitation of a social prescribing partnership in the Greater Geelong and Queenscliff
Safe and Equal	Scoping and development of a leadership mentoring program including feminist mentoring framework and implementation plan
	Ongoing facilitation of the Fast Track Leadership Programs for emerging response and primary prevention leaders
	Review of program, including recording interviews and panels
	Development of the Fast Track Leadership Foundations program building management skills in the family and gender-based violence sector
	Stakeholder consultations and findings report for MARAM Unaccredited Training Review
Department of Health, Mental Health & Wellbeing Division	Facilitation of a Community of Practice for the Diverse Communities Mental Health and Wellbeing Grants Program 2023 – 2025.
Hope Street	Development of 5 year strategic and business plans, including Board and staff workshops
Workforce Innovation and Development Institute, RMIT	Stakeholder consultations and co-authoring Knowledge & Literature Report for the Family Violence Workplace Project
Tweddle Child and Family Services	Delivery of tailored leadership program for team leaders and coordinators, exploring leadership of self, others and the organisation
Merri Health	Review of Family Violence and Gender Equity Strategy including staff workshops
Gender and Disaster Australia	Facilitation of action planning workshops to support national rollout of Gender and Disaster Recovery Project
Family Violence Regional Integration Committees	Proposal to support the future of Regional Family Violence System Leadership
Rawcus Ensemble	Change management support for Board of Management and coaching of senior staff
Sexual Assault Services Victoria, No To Violence and Safe and Equal	Facilitation of a series of Trauma and Violence Informed Practice online webinars

Further information and referees in relation to these individual projects are available on request.

Contact Sarah

If you would like to discuss a project, please contact Sarah directly:

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