

Gary Lear

“Change will not occur unless beliefs are impacted.”

“Change is a constant, but actioned change is the key to success.”

“There is no use giving people skills if they don't know why they are being given them or they don't believe they can use them.”

“Most of our life we try to change behaviour without impacting beliefs. What a waste of time.”

“Training does not work unless beliefs are impacted, and culture changed” - Gary Lear

Gary Lear is the Global Managing Director of Development Beyond Learning Pty Ltd. He has the skill and passion for improving the results of companies allowing them rise to higher levels of productivity and profitability.

After serving as CEO of a number of organisations, he has turned his skills and knowledge for the last 25 years to researching what provides excellence in individuals and organisations.

While researching this subject, he has facilitated the programs and consultancies that have seen growth in the organisations he has worked with. His breadth of knowledge is vast covering IT Industries, Service Industries, Construction. Food, Wine, Manufacturing, Media, Utilities and Government Organisations.

He has crossed cultural boundaries, assisting organisations in Australia, Malaysia, Singapore, China, Canada and the USA. He has developed and delivered programs at Western Sydney University in Australia, and the University of Shanghai in China. He has spoken at the Great Hall of Science in Shanghai, as well as lectured in colleges and Universities in Australia and the USA.

He has a Structural Engineering Degree as well as an Australian Masters in Business Administration.

Gary is the Chairman of a National Youth Leadership Organisation in Australia and serves on the boards of 4 other organisations. Gary is a person of vision and direction and has firsthand experience in how to grow and develop your greatest asset, your people.

As a manager and consultant he has worked with companies to improve their bottom line by motivating teams to winning performances. He has assisted to move organisations and individuals from what were considered, by many, as mediocre performers to individuals and organisations of excellence. Gary has shown that “Training is what you do to people, but development happens from within the individual” Gary's aim is to give those involved with him the “The Revelation of the Need and Desire to Develop”.

The company Gary founded, Development Beyond Learning now provides consultancies and training globally. Development Beyond Learning specialises in providing programs in leadership, marketing, management, personal improvement, communication, team work, graduate development, customer's service, sales and performance. Development Beyond Learning recently set up its Indian office in Pune.

Gary is now focused on the biggest challenge industry has today, that of developing competent organisations and leaders that can motivate and challenge the changing values of the new generation of employees in a marketplace that is globally focused, and constantly changing. His research has some pointers that challenge leaders to rethink the process and even their management styles.