



ADC Associates

Duncan Smith

Organisational Culture Leadership Diversity and Inclusion

Duncan Smith helps people work together, better. A highly experienced organisational consultant, he is regarded internationally as one of the Asia-Pacific region's leading practitioners in the area of Diversity and Inclusion. Over his nearly thirty-year career he has become a trusted advisor to organizations, teams, and individuals in the United States, Europe, Australia, and the Asia-Pacific region.

Duncan's core business is helping leaders work more effectively and make better decisions. He helps leaders increase their capacity to build trust, hold open and honest conversations, make more inclusive decisions, build high functioning teams, use the power of diversity to solve problems, and build stronger working relationships across lines of difference.

Duncan has deep experience in helping clients to overcome barriers in the areas of unconscious bias, gender and cultural diversity, and in designing and implementing culturally effective Diversity and Inclusion solutions. He is particularly known for his ability to support clients in the areas of leadership capability; globalization; productivity; attracting and retaining talent; creativity, innovation, and problem solving; and service delivery.

Duncan's work includes assignments for numerous multi-national companies, national and state governments, and universities. He has been Regional Diversity Advisor for Asia-Pacific and Japan for Hewlett Packard, an Honorary Fellow of the Melbourne Business School, led the Asia-Pacific Community of Practice for Inclusive Leadership for BP, and has an extensive client list in the banking and finance, engineering and technology, government, professional services, and resources sectors.

A native of Boston (USA), and based in Australia since 1991, Duncan holds a Bachelor of Arts in Religion from Trinity College (USA) that focused on Asian religion and culture, and a Master of Education from Harvard University, focusing on Organizational Behaviour and Adult Learning. He has lectured in Management, Organisational Behaviour, and Diversity at a number of Australian universities and executive education centres, and his articles on diversity and inclusion have been published in business and professional periodicals in the USA and Australia, including *Monash Mount Eliza Business Review*, the *Bulletin of the Business Council of Australia*, the magazine of *Engineers Australia*, and *Cultural Diversity at Work*, where he has also been guest Editor.

Duncan is an accredited administrator of the Myers Briggs Type Indicator, and has trained in action learning methods. He is a member of the Expert Panel for the Global Inclusion and Diversity Benchmarks, a mentor for the Inclusion Allies Coalition, and in 2018 released the book *Foundations of Diversity*.