



Facilitator, Coach, Consultant & Mediator

About me

An appreciator of life, people and the opportunities to be both useful and appreciative.

My direction or purpose in life is to work towards the betterment or improvement of myself, organisations I work with and society as a whole...which includes facilitating others' growth where and when that is appropriate.

Having a serious focus is only possible for me if I remember to have fun and be at my best in every situation, one step at a time, one day at a time. Although aware of the many challenges that the 21st Century poses I am at heart an optimist and enjoy reflecting on the wonderful aspects present in the world. This optimism seeks to focus on what works as I believe what we focus on grows.

Principal of John Loty & Associates Pty Ltd.

Appreciative Performance Improvement is what we are about.

Our approach (identifying and building on strengths) works with individuals, teams, organisations and communities.

Our method utilises the 'strengths-based' **Appreciative Inquiry** and related **SOAR** methodology and philosophy.

Our focus is sustainable growth (to increase value) by engaging the "whole system" (all the stakeholders) to work together on identified opportunities.

We are also assisting Thiago (World's leading Training Games and Simulations Designer www.thiagi.com) by promoting his 3 day workshops, Interactive Training Strategies, here in Australia.

I am Chairman of a Supply Chain and Logistics consultancy (www.LogisticsBureau.com.au) and enjoy keeping fit and having as much fun as possible. I was the founding (in 1998) CEO of a Registered Training Organisation (RTO) Logistics Training International that I sold in 2010. To adequately equip myself for that role I obtained various Diplomas & Certificates related to Training & Assessment; Logistics, and Management. I have had an eclectic career, the large bulk of which (prior to the RTO) was concerned with conflict resolution as a barrister, mediator and negotiator,. This career has also included teaching, trade union positions, Industrial Relations, General Manager and Corporate Counsel at Brambles Industries Limited.

SOAR is a strengths-based whole system approach to building strategic capacity.

SOAR stands for **Strengths, Opportunities, Aspirations** and **Results**.