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SUMMARY

After 40 years of a successful corporate life, I am now pursuing a portfolio of interests with the services of Hondros Consulting at the heart of this effort. With decades of experience through a range of CEO, Managing Director, and other senior executive roles, I am well placed to enable others to fulfil their true potential.

My professional experiences include Banking, Wealth & Funds Management, Financial Advice, Health Insurance, and Construction. My responsibilities have spanned Australia, Singapore, and Hong Kong, and I've led businesses with clients and relationships around the world. As a result, I have a supportive global network, which I leverage to support Hondros Consulting and our efforts to enable clients to fulfil their true potential.

EDUCATION

Nov 2015 – INSEAD Advanced Management Program, Fontainebleau, France

1993 – 1996 – Graduate Diploma in Applied Finance, Securities Institute of Australia

1989 – 1991 – Graduate Diploma in Professional Accounting, Edith Cowan University, WA

1987 – 1989 – Diploma in Life Assurance, Australian Insurance Institute

1984 – 1986 – Bachelor of Commerce, University of Western Australia



ADRIAN HONDROS

Managing Director, Hondros Consulting Pty Ltd

DEEP EXPERIENCE & KEY COMPETENCIES

Leadership Experience – I've mobilised organisations through engaging colleagues and setting clearly defined goals and objectives. Clarity about what's required is key. As a result, I can be very supportive of CEOs and their Executive Teams in this regard.

Risk & Crisis Management – Deep experience in managing risks, effectively operating within risk frameworks, and dealing with regulatory authorities in Australia and Asia. My experiences in Risk Management span both Executive and Director roles. I also bring deep and unique experience in crisis management, including witnessing the 9/11 terror attacks in New York, managing a financial services organisation through the GFC (including being subject to a fire sale), and leading an organisation through the COVID-19 pandemic.

Strategic Planning & Execution – A strong track record in developing and executing strategic plans with consistency and determination. This experience enables me to be a strong positive support at the Board level to CEOs and Executive Teams seeking to execute their plans. One area of specialty is the development of a Strategy on a Page.

Business Growth – A strong track record in growing businesses through strategic investments, expanding revenues, and effective cost management. I've both acquired and been acquired, so I've "lived" through such transactions.

Change Management – Proven ability to positively change an organisation and its culture to enable the desired client, colleague and shareholder outcomes. A strong and consistent communication plan is essential to successful change management.

Digital Transformation – Presided over digital transformations in both Financial Services and Residential Construction, including an industry-leading home buying and building experience online. I was also directly involved in the digital transformation efforts of the CBA Group in both Business & Private Banking.

AREAS OF SPECIFIC EXPERIENCE & EXPERTISE

1. Coaching, advice & mentoring for young entrepreneurs who are in start-up mode and aiming for the stars.
2. Coaching, advice & mentoring for entrepreneurs who are in a strong growth phase and whose dreams are becoming a reality.
3. Coaching, advice & mentoring for entrepreneurs who are considering stepping back from leadership and day-to-day operations. It's time to appoint a CEO to lead and continue to grow their business.
4. Coaching, advice & mentoring for senior executives considering changing industries, seeking new challenges, and reinvigorating their careers (and themselves).
5. Platform speaking, podcasts, online content, and other services themed on areas of interest such as Leadership in a Crisis. Through my experiences, I bring a unique perspective. I've done podcasts and presentations to audiences on my main pivotal experiences, including witnessing the 9/11 attacks in New York, navigating the GFC, and managing a Melbourne-based construction business during COVID.

UNIQUE APPROACH

Due to my experiences in leadership, I have developed some unique approaches that are proven to work. One example is the **"8 to Great" leadership model**, discovered, refined, and used by me in my most recent CEO role. More recently, I have also developed the **Hondros Consulting Growth Model**, which is **Leadership + Strategy + Governance = Long-term Sustainable Growth (L+S+G=LSG)** to help business leaders fulfil their true potential.

MEMBERSHIPS & INTERESTS

1993 – Present: Qantas Club

1994 – Present: World Vision Child Sponsor

1996 – Present: FINSIA

2010 – Present: Running for Brighter Futures – raised over \$125K

2012 – Present: Melbourne Cricket Club

2016 – Present: Club of United Business (CUB)

2018 – Present: Hark Angel Foundation – raised over \$85K

2019 – Present: Candela Nuevo

2022 – Present: Australian Institute of Company Directors

HONDROS CONSULTING

In June of 2022, Hondros Consulting was established with a focus on **Leadership, Strategy, and Governance**. Based on my decades of experience, I believe these three pillars need ongoing attention to deliver long-term sustainable growth for any business. We are committed to supporting our client firms to fulfil their true potential.

Leadership is the great enabler, and the more self-aware a leader is, the more effective they are. At Hondros Consulting, we have high conviction in the Birkman Methodology. With Peter Evans of Birkman Australia, we establish a leader's current areas for potential growth based on data and insights. Birkman Australia is a key partner we contract with to enhance our services to clients.

Strategy is all about achieving clarity about what an organisation seeks to achieve and how it will do so. Vision, mission, chosen strategies, and measurable objectives are all part of this process. Clarity is achieved through the **Strategy on a Page** process, after which the focus turns to effective strategic execution.

Governance is critical for long-term sustainable growth. Risk Registers and Business Continuity Plans may feature. Overall governance can be delivered by either a Board or Advisory Board depending on circumstances, and Hondros Consulting has established several Advisory Boards for client organisations.

Each month, I engage with over 20 firms, working with founders, directors, leaders, and senior managers. Our SME client firms span industries including commercial & residential construction, manufacturing, insurance, legal, tax & accounting, private wealth, financial advice, mortgage broking, property tech & management, and even a wedding photography business.

Institutional clients have included KPMG Enterprise Services in Melbourne and TAL's Institutional & Corporate teams in Sydney & Melbourne.

Hondros Consulting operates on a contracting model. Our services include **Harvard ManageMentor** workshops, Leadership Programs at the **Club of United Business (CUB)**, and **Leadership & Lifestyle Retreats** co-hosted with John Purl of John Purl Coaching near Byron Bay.

EXECUTIVE ROLES

PORTER DAVIS HOMES GROUP

Sep 2016 - Jun 2022

Chief Executive Officer

COMMONWEALTH BANK OF AUSTRALIA

Apr 2009 - Jun 2016

Executive General Manager, Private Bank

Chairperson of Commonwealth Private Limited

Trustee Director & Chairperson of Investment Committee for the CBA Group

Superannuation Fund

COMMONWEALTH BANK OF AUSTRALIA

Dec 2008 - Mar 2009

CEO, St Andrew's Australia Group of Companies

HBOS AUSTRALIA (ACQUIRED BY COMMONWEALTH BANK)

Mar 2008 - Nov 2008

CEO, St Andrew's Australia Group of Companies

Group Executive HBOS Australia

NATIONAL AUSTRALIA BANK

Mar 2000 - Feb 2008

Managing Director, Godfrey Pembroke Limited

General Manager, NAB Financial Planning

General Manager, NAB Private Bank

Directorships of ThreeSixty, Garvan Financial Planning, MLC Financial Planning & Apogee Financial Planning.

DIRECTORSHIPS

HONDROS CONSULTING PTY LTD

Managing Director

Jun 2022 - Present

NON-EXECUTIVE DIRECTOR CBHS PRIVATE HEALTH FUND

(For current & former CBA employees & families)

Jul 2017 - Present

NON-EXECUTIVE DIRECTOR MLS BIOTECH

(Cancer & Virus Research – Melbourne University)

Aug 2023 - Sep 2025

CHAIR & NON-EXECUTIVE DIRECTOR HEWISON PRIVATE WEALTH

(Financial advice for high net worth families)

Aug 2023 - Present

DIRECTOR HARK ANGEL

(Charity with mission to build 100 schools globally)

Jan 2025 - Present