



# Southern Cross Care (SA, NT & VIC) Inc.

## Executive & Board

### Executive



**David Moran** Chief Executive Officer

David has decades of executive management experience in retirement living and aged care and has been with Southern Cross Care since 2011. David's experience includes development, acquisition, marketing, management and consulting with Adelaide Bank, Primelife (now Keyton) and ACH Group. He has previously been on the board of Multi Cultural Aged Care and has also participated extensively with industry representative bodies such as Aged and Community Services and the Retirement Living Council.

Originally a Property Valuer, David holds a Bachelor of Applied Science in Property Resource Management (Valuation) and is an Associate of the Australian Property Institute. He is passionate about the Better for life vision of Southern Cross Care for older people borne out of the United Nation's Sustainable Development Goal around healthy lives and promotion of well being at all ages.



**John McNamara** Chief Operating Officer

John has over 25 years experience in the Banking industry and most recently was in charge of Bendigo Bank's National Retirement Living & Aged Care team as well as the SA/NT Business Banking division. John was educated at St Michael's College Henley Beach and University of SA (Business/Property). John's experience in assisting organisations to successfully achieve their growth ambitions will greatly assist Southern Cross Care moving forwards in line with the organisations strategic plan.



**Antony Pivato** Executive Finance & Risk

Completing his Accounting Degree at the University of South Australia, Antony also holds a Graduate Diploma in Applied Finance and Investment, specialising in corporate finance, valuations and mergers and acquisition. Antony has over 20 years of commercial and financial experience, from accounting and financial reporting, to progressing into a broad-based commercial roles within the manufacturing, mining, electricity and water industries. He has worked in Sydney, the UK and the Middle East, reported to many company Boards and held the office of Company Secretary. More recently he has assisted organisations, such as Southern Cross Care with contractual negotiations, bidding for Public Private Partnership projects, procuring debt and equity, tax structuring, and mergers and acquisitions.

*Antony is a CPA and registered chartered secretary.*



**Michael Rasheed** Executive People & Culture

Michael Rasheed has over 30 years experience as a Human Resource professional with over 10 years working in the Aged Care Sector. He has held Executive and Senior Management positions across a broad range of sectors including Aged Care, Banking and Finance, Oil and Gas, Retail and Local Government as well as operating as a freelance Human Resources consultant. He has extensive experience in leadership, designing and implementing HR strategies, workforce planning and development, recruitment, talent management, succession planning, and cultural development. Michael is passionate about Aged Care and providing effective leadership coaching and mentoring to develop both individual and organisational leadership capability.

*Michael has a Bachelor of Management (Labour Relations)*



**Esther Westra** Executive Services

Esther has more than 20 years of experience in the health and aged care sector, including 10 years as Director and Lead Consultant of Positive Practice, working in health care system design, product & service innovation, and research & education. With a Bachelor of Applied Science (Occupational Therapy) and hands-on experience providing clinical services in the community and residential care sector, Esther has proven skills in service delivery, development and innovation. Esther spent three years as Group Manager Business Excellence with Southern Cross Care, before moving into her current role where she provides strategic leadership and oversight for delivery of the organisation's Health & Wellness and Home Care services.

## Executive continued.



### Chris Balogi Executive IT

With more than 20 years of experience as an ICT Professional, Chris has led high-performing teams in Australia, Europe, South Africa, the USA & Asia across multiple customer centric industries. As an early adopter of cloud platforms, Chris has extensive experience delivering transformational projects, including the transformation of the customer experience through a global cloud based point of sale system at Jurlique International. Chris is now leading ICT transformation within Southern Cross Care, introducing innovative ways of working and enhancing capabilities to support the delivery of the ICT Roadmap and the organisation's healthy-ageing services. Chris is passionate about making a positive difference to people's lives, delivering value through simplified technology and giving back to his community through initiatives such as the speakers in schools program.

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## Board



### David Martin Chair

David has been Chair since 2019, replacing long-time Chair Brendan Bowler after serving as Deputy Chair since 2013. David plays a key role in driving the growth of Southern Cross Care across the Residential Care, Retirement Living and Community sectors, and is passionate about supporting our residents and clients to be Better for life. As former Managing Partner for Finlaysons, one of Adelaide's oldest and largest legal firms, David brings a wealth of experience in commercial, property and development law to the role of Chair.



### Klaus Zimmermann AM Deputy Chair

Klaus became a Board Member in February 2016, became Deputy Chair of the Board in December 2019, and is currently the Chair of the Governance Committee. Klaus has worked in the aged care sector since 1991, including 12 years as CEO of an aged care organisation. He also brings significant expertise from many years in senior executive positions in management and finance.



### Michele McCormack

Michele joined the Board of Southern Cross Care in May 2010. Michele commenced her career as a Chartered Accountant with Price Waterhouse and worked with them for a number of years. She then spent 22 years in the Adelaide office of Moore Stephens, Chartered Accountants, advising to small business in the area of tax & accounting. She served on several boards including Louise Place and the Catholic Development Fund. Michele is married to John Lampard and they have two daughters, Bridget and Annabel. Michele has been involved with fundraising at the girls' schools and is past President of Walford PTA and former treasurer of the Walford Rowing Committee. She enjoys walking, reading, travel and spending time at the holiday house on the Murray. Michele is the Chair of the Foundation Committee.



### Michaela Webster

Michaela joined the Board of Southern Cross Care in 2018. She has substantial experience in senior management roles within large Australian businesses including Peregrine Corporation where she worked for 12 years, and roles with Westfield in Sydney and the United Kingdom. Michaela brings to the Board significant capabilities in marketing, brand management, business development and strategy. Furthermore Michaela understands the challenges and rewards of the aged care sector, with her family owning nursing homes in her earlier years.



### Elizabeth Compton

Elizabeth has been an external member of Southern Cross Care's People & Culture Committee since September 2020 and joined the Board in November 2020. Elizabeth has extensive experience as a senior executive of large Australian bodies including LanguageLoop where she is currently CEO, VicTrack, Financial Ombudsman Service and the Environment Protection Authority. Elizabeth also has 8 years international experience working in sectors including financial services and automotive in strategy, marketing/communications and training and development roles in London, New York and Amsterdam. She brings to the Board strong capabilities in strategic leadership, service and digital transformation, operational leadership, driving growth, improving customer experience and managing a significant workforce. Elizabeth spent her younger years visiting the nursing home built and operated by her grandparents where she spent a lot of time talking with residents and developed a natural understanding of what it means to provide the best possible care to older adults.



### Brian Hillier

Brian has been an external member of Southern Cross Care's Governance Committee since March 2018 and joined the Board in November 2019. He brings to the Board significant experience in Information and Communications Technology from his time in senior executive roles at IBM, Optus, Telstra and now at Datacom Systems (Au) Pty Ltd. In the constant proliferation of technology and the cyber security needed to go with it, the Board sees Brian's skills as an essential facet needed to assist the Governance of Southern Cross Care.



### Dr Janet Sluggett

Janet is a pharmacist and joined the Southern Cross Care Board in November 2022. Janet is currently employed as a Senior Research Fellow at the University of South Australia. She is a national expert in medicines management in residential aged care facilities and has extensive clinical and research experience.

Her clinical experience includes clinical governance, stakeholder engagement, quality improvement and delivering medication reviews in a transition care service. Her research involves analysing data from the Registry of Senior Australians, a national aged care data repository, and feeding information back to providers about the safety and quality of care.

Janet was one of only two pharmacist expert witnesses invited to testify at the Royal Commission into Aged Care Quality and Safety. She contributed two commissioned research reports and 70 pages of testimony which have helped to influence the Royal Commission's final recommendations.



### Jamie Guerra

Jamie is currently the Managing Partner for Leedwell having joined in July 2021. His previous experience covers leadership roles with CBRE and JLL, including most recently the National JLL Head of Industrial & Logistics Australia following 10 years as Managing Director of the statewide JLL SA business. Jamie is regarded as one of the leading South Australian agents in the sale of retail, commercial and industrial investments, having been involved in more than \$5bn worth of transactions in the NSW and SA markets over the past 15 years.

In addition to his significant property experience, Jamie has strong leadership and management skills from holding a number of Managing Partner roles. He is inclusive and diligent, and has been involved with other charitable organisations, including as Member of the Property Committee for the Catholic Church and previous member of the Business Committee for the Salvation Army SA.