



CAPABILITY STATEMENT

2025



Elemental Projects acknowledges the Gadigal people of the Eora Nation, the Traditional Custodians of the land on which our business is based, and we pay our respects to Elders past and present. We recognise the enduring connection of Aboriginal and Torres Strait Islander peoples to Country and the deep respect for future generations embedded in their cultural practices. The Gadigal people's sustainable practices reflect enduring principles of resource management and community stewardship, which inspire our approach to project management. By learning from and respecting these values, we see a way forward for projects to be more inclusive, sustainable, and impactful in today's complex world.

Who we are

“We love projects. And we love to develop those who work on them. As the CEO of Elemental Projects, I’m proud to say that our ethos is rooted in a commitment to supporting good work, done well. This is a principle that has defined us for over 12 years and continues to shape everything we do.



**Kestrel Stone,
CEO of
Elemental Projects**

Every opportunity we’ve embraced has come from trust – a network of people who’ve worked with us before, spoken to former clients, or seen us in action. Once we’re committed, we show up and give our best. For us, there is no ‘B-game.’

Whatever our clients and students have dedicated themselves to is their version of “good work.” Our role is to help them do it well – efficiently, inclusively, safely, and sustainably – maximising their (and our) positive impact on the world.

Elemental Projects is a greenhouse for developing and accrediting project management talent. We are a Registered Training Organisation (RTO) specialising in project management training and consulting, offering tailored solutions that enhance your team's skills and capabilities. Every member of our team has at least 20 years of experience in project management and is an industry-recognised professional.

We provide project professionals with a tailored development pathway incorporating face-to-face training, online learning, and individual coaching. This results in valuable qualifications with pathways to professional certifications in project management. For corporate clients, we provide customised, good-practice competency benchmarking and development programs that build organisational project management capability, with a clear return on investment through improved project outcomes and success rates.

We are not just about teaching project management; we are about empowering people to excel, to take ownership of their success, and to ultimately make a difference in their organisations and communities.

Whether you’re looking to develop your own skills or develop capability and culture in your team, we are here to help you achieve your goals. Together, let’s do projects better.”

What we offer

As a Registered Training Organisation (RTO), we specialise in uplifting project management and leadership capability. Our training enables clients to empower their people to deliver projects successfully and respond to change with confidence and impact.

For People on Projects

BSB50820 Diploma of Project Management

Capability Uplift Program

In-house Short Courses

Capability Booster Package

For Project Leaders

Training for Project Sponsors

Training for Steering Committees

Emotionally Intelligent Leadership

For PMOs

Free Capability Review

Training for PMOs

PMO Consulting Services

Simulations for Teams

Designed to enhance experiential learning, methodology adoption, team building, and culture shaping at the team, divisional, or organisational level.



5 star reviews* and 100% satisfaction rate

BSB50820 Diploma of Project Management

Whether you're a professional project manager or an accidental one, this nationally recognised qualification provides the knowledge, skills, and confidence to set you up for success. Our BSB50820 Diploma of Project Management dramatically improves the hard and soft skills needed to manage both the "Science of Project Management" and the "Art of Project Leadership".

100% of our recent Diploma graduates said they would recommend this course to others. They also rated us:

- ✓ 100% for overall satisfaction
- ✓ 100% for assessments
- ✓ 100% for facilitators' expertise

Our Diploma of Project Management maintains a pass rate of over 90%, significantly higher than the national average.



12x half-day training sessions

Attended online or in-person.



4x module assessment walkthrough webinar



2x personal coaching sessions



Weekly peer-coaching sessions



Resource Hub

Your online one-stop-shop for all learning and assessment resources



Gamified Simulation

Work in a team to deliver a simulated project

Results in nationally recognised qualification



**NATIONALLY RECOGNISED
TRAINING**

Our clients

We have worked with over 85 organisations across industry, with the private, public, and NFP sectors, academia, and professional associations within and Australia and globally. Clients choose us as their project management training partner because it elevates their team members to a new level of proficiency, enabling them to conduct projects successfully, efficiently, and with integrity.



Affiliations



Elemental Projects is an official member of IPMA-Australia. IPMA-Australia is our local Member Association, committed to supporting and advancing the project management profession, providing resources, professional development, and networking opportunities to enhance careers and industry knowledge. We're proud to align our training programs with their competency standards.

Senior members of the Elemental Team are Fellows of IPMA-Australia.

A number of Elemental Facilitators also train on behalf of leading project management institutions, including the University of Sydney, the John Grill Institute for Project Leadership, University of Technology Sydney, and the Australian Institute of Training and Development (AITD).



THE UNIVERSITY OF
SYDNEY

Case Study: Thales Australia

THE CHALLENGE

Thales Australia needed a program to upskill its workforce in project management while reflecting the company's unique methodology and the specific needs of the defence industry. The goal was to provide not only technical expertise but also soft skills like leadership, teamwork, and communication, essential for managing complex projects.

"The robust foundation provided by the Diploma has armed the graduates with skills, confidence and a desire to learn more which will serve them and the business well." - Deepak Prasad, Director of Bids and Projects at Thales.



THE RESULTS

Elemental Projects collaborated with Thales Australia to design a customised Diploma of Project Management, integrating the company's internal project management methodologies into the course structure. The program included bespoke case studies, guest internal lecturers, and learning resources aligned with the defence sector's challenges.

The program exceeded expectations, with **100% completion rate**—significantly higher than the national average. Graduates reported high satisfaction, with **71% achieving promotions** or advancing to managerial roles soon after completing the course.

100%

71%

Case Study:

Sydney Water, Lendlease, and John Holland's 'Enable and Optimise' Project

THE CHALLENGE

Sydney Water, in partnership with Lendlease and John Holland, launched the 'Enable and Optimise' project to improve infrastructure delivery and leadership capabilities. The goal was a 10-15% improvement in efficiency across all KPIs.

THE SOLUTION

Elemental Projects played a pivotal role by combining formal training, on-the-job coaching, and gamified project simulations that leveraged ADKAR and the 70-20-10 learning models. These interventions enhanced leadership and technical skills for 200 employees.

THE RESULTS

- **92%** of participants started working in accordance with the new methodology within the first week after the simulation.
- **96%** of employees said they understood the new Management Operating System.
- System logins surged by **6,300%** from 2018 to 2019.
- All KPIs improved, including **12%** for safety and **10%** for community metrics.
- The capital program expanded by **52%** between mid-2017 and mid-2019, with minimal resource increases.

"This was a very different way to introduce the management operating system. I'd never appreciated quite how fundamentally important such a system is." - course participant.



Sydney Water's success also led to industry recognition, with the company being honoured as a leader in capital delivery by the Major Projects Association in the UK in 2018.

Awards, Accolades, and Industry Engagement

Elemental Projects is proud to be recognised globally for our innovative, impactful learning and capability uplift programs - having won over 17 prestigious awards, including:

Leadership Program of the Year (Finalist) – AITD Training Excellence Awards

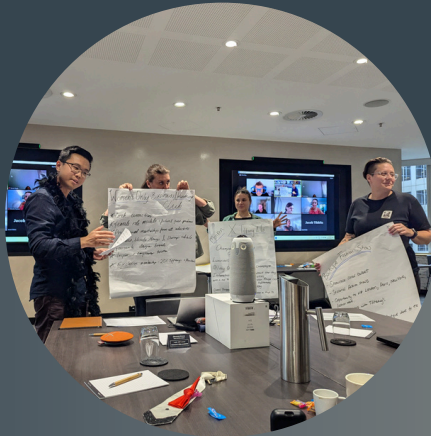
Best Blended Learning Model – LearnX Impact Awards

Best Use of Gamification and Simulations for Learning – Multiple Awards from AITD and Brandon Hall Excellence Awards

Best Team Development Program – Brandon Hall Excellence Awards



Our team is deeply engaged with the project management community, regularly speaking at both project and learning-related conferences, writing articles, and contributing to industry events and forums to share insights, knowledge, and expertise.



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