



**RightHand
Collective**

WHERE PLANNING MEETS EXECUTION

**CAPABILITY
STATEMENT**

THE OUTCOME WE DELIVER

RightHand Collective helps **Boards, CEOs and Business Owners** to:

- Regain strategic focus
- Reduce operational and personal risk
- Restore execution discipline
- Create leadership breathing room

without the cost, permanence or complexity of a full-time executive hire.

We do this by embedding as a **trusted right-hand** executive: accountable, practical, and focused on outcomes – not reports.



CAPABILITY STATEMENT

HOW WE WORK

This simple, repeatable model keeps engagements focused and outcome-driven:



Diagnose : Rapidly understand the real issues, risks and priorities

Embed : Step inside the business as a trusted executive partner

Execute : Drive delivery, decisions and implementation

Stabilise : Restore rhythm, control and confidence

Transition : Hand over cleanly to internal leaders or permanent roles

WHAT THIS LOOKS LIKE IN PRACTICE



RightHand Collective is engaged when **senior capability is needed inside the business** not another report.

Typical Examples of Work:

Finance & Commercial

- Acting as interim CFO to stabilise cash flow and rebuild budgets
- Delivering board-ready financial reporting
- Improving pricing, margins and cost structures
- Leading lender, auditor or funder engagement

Operations & Execution

- Taking ownership of stalled or high-risk projects
- Implementing systems, processes and reporting
- Embedding KPIs, dashboards and accountability rhythms

CEO / Board Right-Hand Support

- Acting as interim or fractional second-in-command
- Translating strategy into executable plans
- Preparing board papers and decision briefs
- Leading execution post-approval

Risk, Governance & Compliance

- Conducting pragmatic risk reviews
- Implementing fit-for-purpose controls
- Strengthening delegations and assurance
- Leading audit, compliance or regulator responses

Clients Typically Engage Us When:

- They need a trusted right-hand to get things done
- Strategy exists, but execution is stalling
- The CEO or Owner is carrying too much load
- Growth has outpaced systems or discipline
- A senior leader has exited and continuity is critical
- Decisions need implementation – not discussion

OUR VALUE PROPOSITION

1

A TRUSTED RIGHT-HAND FOR CEOS & BUSINESS OWNERS

Outcome: Clear thinking, reduced pressure, better decisions

Leadership is lonely and carries personal risk.

We act as a **confidential, non-threatening executive partner** who helps leaders:

- Test ideas and decisions
- Work through complex or sensitive issues
- Gain clarity without politics or role-threat

What changes:

- More time on strategy and relationships
- Less operational drag
- Improved confidence and decision quality
- Lower personal and organisational risk

2

EXECUTIVE LEADERSHIP WITHOUT THE FULL-TIME OVERHEAD

Outcome: Stability and execution, without permanent cost

We provide **interim, fractional, and project-based leadership** across:

- CEO / COO / CFO / Executive Manager roles
- Operations, finance and governance
- Periods of transition, leave or peak pressure

Result:

Business continuity, discipline and momentum – without adding permanent headcount.



3 BOARD ASSURANCE & CEO PROTECTION

Outcome: Reduced leadership risk and stronger oversight
Boards engage us to ensure that:

- CEOs are supported, not overloaded
- Operational oversight is strengthened
- Strategic execution remains on track
- Burnout and succession risk are actively managed

We operate as a **protective layer** between strategic intent and operational reality.

4 FINANCIAL, TAX & COMPLIANCE CONFIDENCE (SMES & NFPS)

Outcome: Fewer surprises, stronger control, confident growth

Business Owners often carry significant exposure across:

- Cash flow and working capital
- Tax and statutory compliance
- Employment, contracts and regulation
- Governance and internal controls

We strengthen foundations by improving:

- Financial oversight and reporting
- Governance and compliance frameworks
- Risk management and decision support

We don't replace your accountant or lawyer.

We ensure the business is aligned with their advice – and that execution actually happens.



5 HIGH-COMPETENCE EXECUTION ACROSS STRATEGY, FINANCE & OPERATIONS

Outcome: Capability where it's needed, when it's needed

We deliver directly and draw on specialist capability as required, including:

- Financial modelling and analysis
- Internal controls and reporting uplift
- Systems implementation
- Process redesign and optimisation
- Business transformation projects
- Risk management and quality assurance

Scalable expertise. No permanent pressure.

6 EXECUTION — NOT REPORTS

Outcome: Decisions implemented, not deferred

We are not a traditional consulting firm.

- No glossy reports
- No handover-and-walk-away advice Instead, we:
- Embed inside the business
- Take accountability for outcomes
- Lead implementation alongside your team

Where others finish with recommendations – we begin with delivery.



ENGAGEMENT SCENARIOS

Engagements can scale up, scale down, or transition as needs change. The below table is indicative only to provide an idea of what typical engagements might consist of.

SCENARIO	TYPICAL DURATION	DAYS / WEEK	PRIMARY OUTCOME	INDICATIVE INVESTMENT (EX GST)
CEO / Business Owner Right-Hand Advisory	Ongoing or 3-6 months	0.5-1 day	Better decisions, reduced isolation, stronger strategic focus	\$5k - \$10k / month
Interim Executive Cover (COO / CFO / Exec Manager)	3-6 months	3-5 days	Leadership continuity maintained, risk reduced, clean handover	\$25k - \$40k / month
Finance & Commercial Stabilisation	8-16 weeks	1-3 days	Cash flow clarity, board-ready reporting, financial control restored	\$30k - \$60k
Fractional COO Sprint	12 weeks	2-3 days	Operations stabilised, execution rhythm restored, CEO freed from day-to-day delivery	\$45k - \$75k
Strategy-to-Execution Reset	8-12 weeks	Project based	Strategy translated into action, stalled initiatives delivered	\$25k - \$50k
Board Risk, Governance & Assurance Support	6-10 weeks	Targeted	Governance strengthened, key-person risk reduced, Board confidence	\$20k - \$40k

We also offer flexible billing on an hourly basis dependent on level of expertise required

FEES (INDICATIVE)	
ROLE	RATE (EX GST)
Director	\$275/hr
Senior Consultant	\$220/hr
Consultant	\$160/hr
Administrative Support	\$100/hr
Travel	Cost recovery beyond 50km

15% discount applies to registered charitable organisations

DENNIS BOTHMA

B BUS, DIP GOV, CPA, JP (QUAL), FICDA, MAICD

DIRECTOR | RIGHTHAND COLLECTIVE

Dennis Bothma is an experienced executive leader and governance professional with over **20 years' experience** spanning **commercial, not-for-profit and community-based organisations**. He brings a rare combination of **financial discipline, operational leadership and execution**, enabling Boards, CEOs and Business Owners to move confidently from decision to delivery.

As a bilingual professional, Dennis' approach is grounded in lived experience, strong work ethic and high emotional intelligence. With more than a decade of experience working with Aboriginal and Torres Strait Islander communities, he brings a deep appreciation for cultural nuance, respectful engagement and the importance of relationship-based leadership.

Dennis is the Director of RightHand Collective, a specialist executive services firm providing hands-on, embedded leadership as a trusted "right-hand" to senior decision-makers – particularly during periods of growth, transition, complexity or organisational pressure.

LEADERSHIP PHILOSOPHY

Dennis is passionate about using **commercial acumen to create meaningful social and organisational impact**. His leadership style blends decisiveness with empathy, structure with pragmatism, and strategic intent with disciplined execution.



CAPABILITY STATEMENT

SPECIFIC CAPABILITIES & KEY ACHIEVEMENTS

Dennis brings proven capability across strategy, finance and operations, underpinned by tangible outcomes:

- **Organisational growth with discipline**
Supported growth from \$12M to \$40M turnover, \$26M to \$85M net assets, and 90 to 250 staff, while maintaining strong governance and compliance frameworks. Uncommitted cash reserves also improved by three-fold from \$2M to more than \$6M.
- **Executive stabilisation & continuity**
Provided interim and acting executive leadership, including secondments into other NFPs and Acting CEO cover during critical leadership absences.
- **Finance & commercial leadership**
Stabilised cash flow, rebuilt budgets, uplifted board-ready reporting, strengthened internal controls and improved financial decision-making at executive and Board level.
- **Major capital and transformation projects**
Project-led the development, redevelopment and operationalisation of multiple capital projects including three flagship Integrated Health and Wellbeing Hubs – from land acquisition through to service delivery – exceeding \$40M.
- **Governance, risk & assurance**
Strengthened delegations, assurance frameworks and Board confidence across regulated environments, including aged care, healthcare and public reporting entities.
- **Privately held business strengthened and supported through sale**
Worked alongside private business owners to strengthen the business processes and performance, which enabled a successful sale to a National brand.

PROFESSIONAL STANDING

Dennis holds a **Bachelor of Business (Accounting and International Accounting)** and a **Diploma of Business Governance**, and is a **Certified Practising Accountant (CPA)**.

He is a:

- Fellow, Institute of Community Directors Australia (FICDA)
- Member, Australian Institute of Company Directors (MAICD)
- Justice of the Peace (Qualified)

Dennis currently serves as an **independent member of Finance, Audit & Risk subcommittees** for two peak bodies, contributing strategic and financial governance oversight at a national level.

In recognition of his professional contribution, Dennis was awarded the **CPA President's Award for Excellence and Service**, and has been a keynote speaker and published contributor across national accounting and governance forums.

During his most recent tenure, he has been awarded with multiple company awards, including:

- Rookie of the Year
- Bev Miller Award for Excellence (awarded to an individual or team for exceeding the CEO and Board's expectations) for leadership and delivery of significantly improved corporate support systems and processes
- Employee of the Year



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CONTACT US

☎ 0499 090 470

✉ db@righthandcollective.com.au

🌐 righthandcollective.com.au