

Matthew Beattie MA Hons, GDipDef, psc, AFNZIM



Matt Beattie is Chief Executive of Instep, a leading behavioural healthcare company in New Zealand. He is a graduate in human resources, industrial and organisational psychology and has post graduate qualifications in international relations and strategic studies. He has also attended Programmes on Negotiation and Dealing with Difficult People at Harvard Law School. He is regarded as a leading trainer in workplace behaviour, particularly performance issues and fitness for work.



Prior to founding Instep in 1998, Matt was an Army officer with considerable training and command experience in New Zealand and overseas. He has held both operational and diplomatic appointments all over the world including active service as a member of the NATO Allied Rapid Reaction Corps Implementation Force in the former Yugoslavia and as Military Advisor to the OSCE Head of Mission in Sarajevo, Bosnia. There he was the Chief Faction Liaison with the warring entities, a lead planner for the 1996 Bosnian election and assisted in the oversight of the Arms Control Programme.

Instep provides contracted behavioural healthcare services to approximately 250 companies and organisations, covering approximately 550,000 lives. These services include employee assistance, wellness services, trauma management, professional supervision and coaching, stress prevention and resilience, workplace bullying and alcohol and drug free workplace programmes. The Instep call centre handles approximately 50 calls daily for a wide variety of employer issues – many are personal, many are performance based. Instep is affiliated with PPC Worldwide to deliver wellness training and consultation to NZ clients. Instep is certified by Investors in People, accredited in December 2009. Previously, from 1998-2003, Matt was a co-owner and operator of Queen Mary Hospital, Hanmer Springs – the foremost addiction rehabilitation facility in the Southern Hemisphere. He understands this formidable challenge to families and workplaces.



In March 2011, Instep formed a new company called Salusora, a joint venture with internationally recognised Investors in People. The JV's purpose is to measure and accredit

New Zealand organisations against the prestigious Health and Wellbeing Good Practice Award. In February 2012, Salusora was introduced to the Australian market.



In February 2012, Instep purchased 50% of BSSNZ, a fitness for work company utilising the IP of BSS Corporate Psychology in Perth which has been operating successfully since 2000 in Western Australia and Queensland in the resources and mining sectors. Fitness for work involves training and consultation and roster review in fatigue management, alcohol and other drugs, supervisor and manager responsibilities and mental health in the workplace.

Matt is an experienced trainer, mediator, negotiator and executive coach, a member of the Human Resources Institute and an Associate Fellow of the New Zealand Institute of Management. Matt enjoys working with teams who seek to be more cohesive or are working in a pressured environment and require tools and techniques which will assist their future functioning. He is also a member of the Youth Suicide Awareness Trust, Karori Community Hall Trust, the National Army Museum Trust, Wellington College Old Boys Centennial Trust, Wellington College Rugby Club Trust, Wellington Returned Services Association and a mentor for the nationwide youth development scheme, Project K and a life skills mentor for men at Rimutaka Prison. He has provided expert evidence in ERA and Employment Court settings and often presents in leadership seminars on practical advice for team leaders and supervisors in New Zealand and overseas. He has written extensively for both domestic and international HR, wellness and health and safety magazines and enjoys occasional comment on radio and television.