

I went to the Melbourne University and did a three-year course (full time) and graduated as a Bachelor of Commerce

In my Commerce course, I took Psychology 1. I enjoyed it, so I joined the Australian Army in the Psychology Corps and became a Captain. This move allowed me to continue with the study of Psychology on a part-time basis.

In the army, I did quite a lot of work on the selection of Officer Candidates and that developed my interest in personnel selection. I used Group Selection Procedures similar that used by the USA Office of Strategic Services (OSS)..

After about three years in the Army, I resigned my commission and joined the Dunlop Company. I had hoped to go into the Industrial Relations Section, but I had to settle for the Time and Motion Study Section. Later I decided to use my accountancy knowledge and became the Accountant of a small Dunlop subsidiary – a flooring company.

I next joined a small personnel consultant company and worked with John Coghlan an old colleague from the Army. After less than a year we both left.

Next I decided to try to combine my Psychology and Accountancy. I joined another small consulting company and worked as a Cost Accountant – again for about a year.

My next change involving joining the Shell Company. I worked in the Audit and Methods Section. Later I transferred to a special project team to help improve productivity in Australia. Initially this project involved a six-month training program in England. The program included working in the British Post Office on one project and then six weeks working for Courtaulds in Coventry where I studied their Operational Research Group.

John Coghlan had gone to Sydney to start his own consultancy company. Eventually I left Shell and started the Victorian Branch of J R Coghlan and Associates.

Some years later John Coghlan left the Company and Sam Cullen (in Sydney) and I bought the Company and the organisation became Cullen Morton.

In my approach to consulting, I deliberately aimed to cover a wide range of topics. I took an interest in marketing and joined the Australian Marketing Institute. Over many years in this Institute, I held the positions of (a) Victorian President for two years, (b) Australian President (two years), and (c) Chief Examiner. Eventually the Institute appointed me an Honorary Life Member.

My marketing consulting included market research and questionnaire design.

I conducted numerous courses in various aspects of management. As a result of trying to help Managers to manage better, I wrote many notes on a variety of management topics – as this web site shows.

On the sporting side, I played field hockey for fifty years. Before finishing hockey I took up lawn bowls and I still play.