

CAPABILITY STATEMENT



antinous group

BESPOKE. BEAUTIFUL. BEHAVIOUR- BASED LEARNING

Antinous Group Pty Ltd

ACN: 696715170

ABN: 77696715170

1. Organisation Overview

Legal Name: Antinous Group Pty Ltd

Trading Names: Antinous Learning, Antinous Studio

Location: Australia (remote-first, on-site delivery as required, UK delivery available)

Business Structure: Proprietary Limited Company (Pty Ltd)

Directors: Sophie Boyce and Nick Walters

Founded: 2026

Insurances:

- Public Liability inc. Product Liability - \$20 million
- Professional Indemnity - \$5 million

Antinous Group Pty Ltd is an Australian digital learning and design studio specialising in **high-end, customised learning solutions** for corporate and government organisations.

We partner with organisations to transform complex information into **clear, engaging, and behaviour-focused learning** – designed to change what people actually do, not just what they know.

2. Core Capability

Antinous designs and delivers behaviour-focused learning for government and corporate organisations operating in complex, high-stakes environments.

We deliver **end-to-end learning solutions**, from strategy and scoping through to delivery and evaluation.

Our work is grounded in:

- adult learning science
- human-centred design
- behaviour change principles
- high-quality visual communication

We are **platform-agnostic** and work with organisations that already operate their own LMS or digital delivery environment.

3. Services

We deliver learning solutions across strategy, design, and production – either as end-to-end programs or targeted components.

Antinous Learning – Learning Design & Consulting

- Custom eLearning design and development
- Blended learning design
- Scenario-based and behaviour-focused learning
- Learning products and reinforcement tools (job aids, toolkits, guides)
- Learning strategy and advisory
- Curriculum and learning architecture design
- Instructional writing / content development
- Capability and future-of-work mapping
- Learning needs analysis
- Facilitated workshops
- Advisory and quality review support for internal L&D teams
- Program evaluation

Antinous Studio – Media & Experience Design

- Video and animation (2D, motion graphics, live-action)
- Interactive digital content
- Audio and voiceover production
- Brand and visual style development
- Visual communication assets and campaigns

These services are delivered either as part of learning programs or as standalone creative work to support internal communications, change initiatives, and engagement.

Antinous acknowledges the importance of accessibility, inclusion, and ethical business practices in all work delivered.

4. Platforms & Delivery

- LMS-agnostic (SCORM / xAPI), mobile-responsive
- Compatible with government and enterprise LMS environments
- Clear guidance where LMS tracking or reporting constraints exist
- No LMS hosting provided

5. Differentiators

Bespoke

Every solution is designed with your audience in mind. No templates. No generic content.

Beautiful

Design is treated as a communication tool — not decoration. Visual clarity, flow, and craft are core to learning effectiveness.

Behaviour-based

Learning is designed around real decisions, actions, and application — not content coverage alone.

Procurement-ready

We design for government and corporate procurement environments, with clear scopes, unambiguous pricing, and audit-ready documentation.

6. Experience & Expertise

Antinous Group is led by senior learning professionals with a **combined 23 years' experience** across:

- government agencies and statutory authorities
- large corporates and government-adjacent organisations
- universities and higher education
- community learning and not-for-profit environments

Our directors bring hands-on experience across the full learning design lifecycle: from needs analysis and curriculum design through to eLearning development, facilitation, and evaluation.

We have **delivered 50+ learning modules and programs** spanning safety, compliance, leadership, accessibility, operations and organisational capability.

Our experience includes:

- translating curriculum into accessible, inclusive learning
- designing WCAG-compliant materials
- delivering learning in regulated and public-facing environments
- facilitating learning programs and capability uplift
- partnering with business areas as learning advisors, not just content producers
- working across a wide range of LMS platforms and digital tools

7. Engagement Model

- Scope-defined proposals
- Clear modular pricing with optional add-ons
- Defined milestones and acceptance criteria
- Clear change control processes
- IP-safe contracts and licensing
- Accessibility-compliant learning
- Ongoing partnerships available for repeat work

We understand governance, approvals, and accountability – and design accordingly.

8. Availability

Antinous is available for:

- Direct engagements
- Panel appointments
- Tenders and RFQs
- Short-term projects or longer-term partnerships

Contact

For procurement or engagement enquiries:

Email: hello@antinous.com.au

www.antinous.com.au

DIRECTOR BIOS

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Sophie Boyce

Co-Founder & Director – Client Engagement, Learning Strategy and Delivery, Leadership

Sophie leads client engagement, learning strategy, delivery, and people leadership at Antinous. She works with clients to define learning needs, shape practical and scalable solutions, and oversee delivery that is aligned to real organisational outcomes.

Sophie brings extensive experience across government and statutory authorities, specialising in learning and capability in complex, operational environments.

Her experience includes:

- **V/Line** – Learning & Capability Manager, leading learning strategy and delivery across safety, compliance, and operational capability. Worked across a diverse workforce of ~3,000 employees spanning frontline operations, technical trades, and corporate.
- **Victorian Electoral Commission** – leading end-to-end training design and delivery for large-scale election operations. Oversaw online training for ~5,000 temporary staff during the 2018 Victorian State Election in highly scrutinised, time-critical environments.
- **Delivering leadership development programs** across multiple organisations, including work with leadership coach, Jane Benston. Structured online programs and developed participant-facing learning materials for mid-career professional women.

Sophie is a **skilled facilitator and coach**. She is known for turning vague briefs into clear, structured learning solutions. Her approach focuses on understanding stakeholder needs, centering the learner, and delivering engaging workshops, presentations, and events with practical outcomes in mind.

She regularly contributes to the sector more broadly. In 2026, Sophie was invited to speak at the **L&D Leadership Summit**. As Deputy Chair of the **IPAA Victoria Young Professionals Professional Development Subcommittee** (2019–2021), she led the rapid transition to online events at the onset of COVID-19. This included delivering a large-scale masterclass series featuring department secretaries and international keynote speakers.

Sophie's approach is grounded in instructional clarity, client partnership, and delivery at scale. She holds a **Bachelor of Creative Arts** and a **Certificate IV in Business Administration**. She is also a **Registered Yoga and Dance Teacher** and a **Mental Health First Aid Practitioner**. These qualifications support her ability to design learning experiences that are engaging, human-centred, and grounded in wellbeing practice.

DIRECTOR BIOS



Nick Walters

Co-Founder & Director – Business, Commercial, Design and Technology

Nick leads the business, commercial, design, and technology functions at Antinous. He is responsible for shaping the strategic direction of the business, defining solution approaches, and overseeing the design and production of learning experiences – from initial concept through to final delivery.

Nick has worked across education, government, and statutory authorities since 2011, specialising in learning and capability in complex, regulated environments.

His experience includes:

- **V/Line** – Learning and Capability Specialist, leading large-scale learning solutions across safety, operations, and compliance. His work includes instructional design, eLearning development, LMS configuration, motion graphics, visual design, audio production, and end-to-end digital learning development.
- **Victorian Electoral Commission (VEC)** – Senior roles in online training and regulatory compliance, designing learning for high-risk, legislatively governed election operations. Specialised in converting complex policy and procedural content into practical, accessible training for large temporary workforces.
- **Swinburne Online** – RTO education team, supporting digital learning design, delivery and assessment, including practicum placement management through Canvas LMS.
- **Deakin University** – Supported the Disability Resource Centre, adapting learning content to meet individual accessibility and learning adjustment requirements.

He has also worked in **community education across Australia and the UK**, developing arts access programs, workshops and education resources in partnership with councils and non-profits.

He has held director level roles in the **creative industries**, including in event management, and audiobook publishing in the UK with **Heavy Entertainment**. This background informs his strong focus on narrative, audience engagement, and high-quality audiovisual production.

Nick holds a **Bachelor of Creative Arts** and a **Graduate Diploma in Arts Management**, supporting his ability to lead end-to-end creative direction and deliver learning products that are both effective and well-crafted.

CASE STUDY 1

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Chemical Management & Spill Response Program

Client: Large Frontline Service Provider

Background

An operational organisation with around 600 workers across frontline, health and safety, and maintenance roles had a chemical management problem.

An audit revealed staff were purchasing unauthorised, sometimes prohibited, cleaning products from outside sources. This prompted a broader review that uncovered significant gaps in chemical handling knowledge and practice across the workforce.

The challenge was to build capability at scale while providing clear, practical guidance for high-risk, role-specific scenarios.

Approach

We designed a layered learning solution that built capability progressively from knowledge to action. This included:

- a **multi-lesson eLearning program** on safe chemical management, including animated explainer videos, to make a complex subject accessible to a diverse frontline workforce
- a **targeted microlearning module** on spill response for roles with frequent chemical exposure, accessible to all staff via the Cloud Assess LMS
- consistently branded **on-the-job aids** including depot posters and point-of-need spill response infographics, designed to provide critical guidance at the moment of need
- supporting **rollout communications** to drive engagement across sites.

Outcome

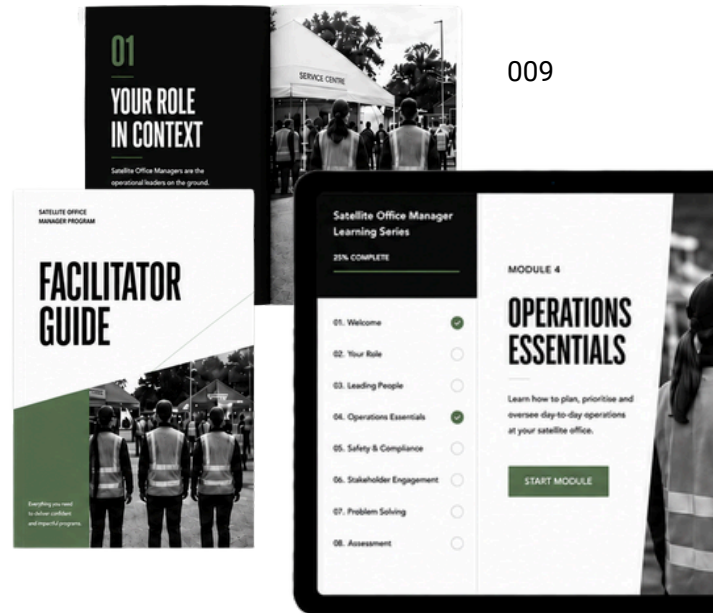
The program achieved strong completion rates and positive feedback from the health and safety team. Staff across the organisation built practical, role-relevant capability, from foundational chemical safety knowledge through to confident spill response.

Our recommendation to embed spill response infographics directly into spill kits prompted the safety team to audit their existing kits, uncovering missing equipment and instructions that were promptly rectified. The engagement laid the groundwork for an ongoing collaborative relationship with the organisation's safety team.

CASE STUDY 2

Pop-Up Service Centre Manager Program

Client: State government agency responsible for a major legislated civic event



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Background

A state government agency needed to prepare managers of temporary pop-up service centres to lead high-volume frontline operations across dispersed sites during a large-scale legislated civic event. The roles were logistically complex and time-critical, requiring managers to be fully operational from day one with minimal margin for error.

The audience ranged from first-timers to returning managers. As legislation changed with each event cycle, the requirement to ensure returning managers were briefed on critical updates added a further layer of design complexity.

Approach

We designed a structured, role-specific learning system focused on clarity, readiness, and real-world application. The program was built around a deliberate constraint that the entire suite be completable in under two hours, recognising that most participants were casual staff who held other jobs. This included:

- adopting a **train-the-trainer model** to reach managers at scale, equipping a network of senior managers with a comprehensive facilitator guide to deliver hands-on, scenario-based sessions to their teams in the days prior to the event
- a **modular eLearning suite** of three modules, one covering the manager role and two covering key staff roles, ensuring managers understood the full picture of what every member of their team was expected to do
- a comprehensive **operational handbook** structured around the key phases of the event, from pre-event setup through to close, with practical guidance for common challenges and how to resolve them.

Plain language, scenario-based design, and representation of diverse customers, ensured the training was accessible to a broad workforce.

Outcome

Managers across hundreds of sites were equipped to lead from day one, setting up unfamiliar venues, onboarding staff, and managing a long, scrutiny-heavy event with confidence. The training delivered clarity at scale, with consistent guidance available at every phase of delivery. Updated requirements were woven throughout to ensure returning managers did not overlook critical changes, while new managers built full operational confidence from scratch.

CASE STUDY 3

New Starter Onboarding Transformation

Client: Large state government authority with a dispersed operational workforce

Background

A state government authority which welcomed around 120 new starters per year had an onboarding program in significant need of uplift.

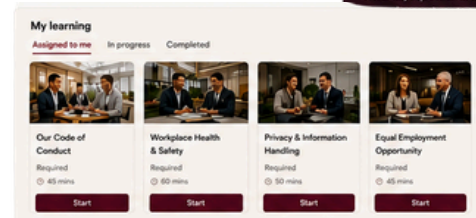
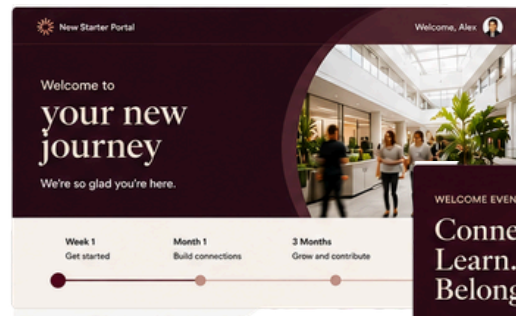
Staff were arriving to a partially completed document checklist, over 100 hours of mandatory compliance training that was largely unbuilt and not being completed, and an inconsistent manager-led experience with no structure or accountability.

Post-COVID, the human touch of onboarding had largely disappeared. Interviews with recent new starters and their managers confirmed what the data suggested – people were arriving feeling overwhelmed, under-informed, and disconnected.

Approach

We conducted a thorough discovery process, interviewing new starters and managers to identify exactly what needed to change. This informed our approach to redesigning the onboarding experience from the ground up:

- Mandatory all-staff compliance training was reduced to just 8 hours, identifying a **capability matrix of critical requirements**, and retiring, merging, or superseding the rest
- All **existing SCORM modules were rebuilt** in Articulate 360, replacing outdated, non-interactive content with modern, mobile-responsive learning. New modules were developed from scratch with subject matter experts to fill genuine gaps, resulting in a suite of around **10 high-quality eLearns** that collectively met all requirements
- A **new starter portal** built in SharePoint replaced the static checklist, sequencing onboarding information and tasks across the first week, month, three and six months. This was automatically pushed to new starters via the LMS, removing reliance on manager memory
- Managers received a pre-populated **Microsoft Planner template** aligned to the same timeframe structure, containing required tasks, stakeholder meeting prompts, quick wins, and suggested self-paced activities for new starters to complete independently
- We designed a half-day **Welcome Event** from concept through to delivery – featuring a branded marketplace where teams across the organisation engaged new starters through educational games and activities, followed by keynote speakers and a senior leadership panel Q&A.



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Outcome

The new starter onboarding transformation delivered measurable results across every layer of the program.

Overall compliance training completion rates increased from approximately 50% to 80%, with the most significant gains among frontline operational staff – rising from around 30% to 70%.

Qualitative feedback from new starters shifted markedly, from feelings of overwhelm and disengagement to excitement, connection, and confidence in their new organisation.

The Welcome Event **won the LearnX 2025 Platinum Award for Best Onboarding** – recognising a program that turned a fragmented, compliance-heavy process into a genuinely engaging and human experience.