



ENHANCING LEADERSHIP & CULTURE THROUGH CHANGE

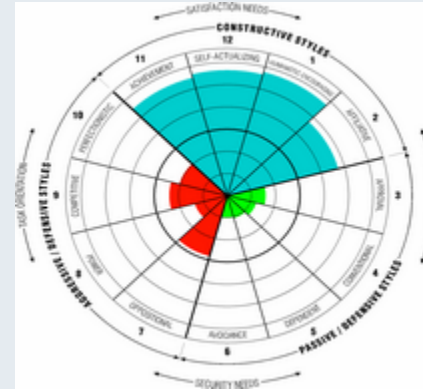
Julie Carter
Organisational Development Coordinator

CITY OF OPPORTUNITIES
FOR FAMILIES, LIFESTYLE AND BUSINESS



Leadership & Culture Journey

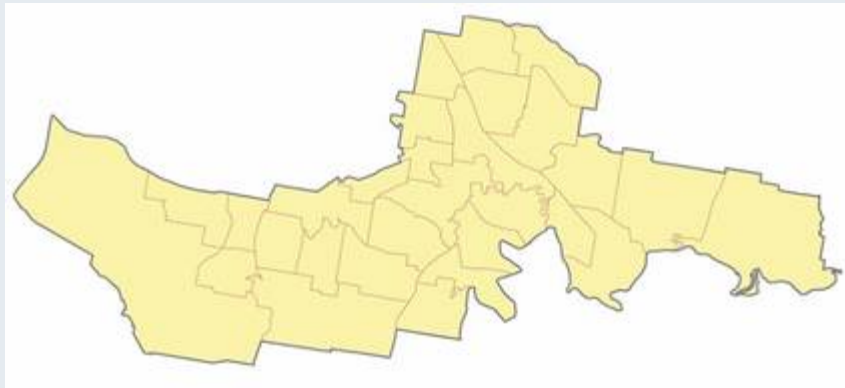
Working Together



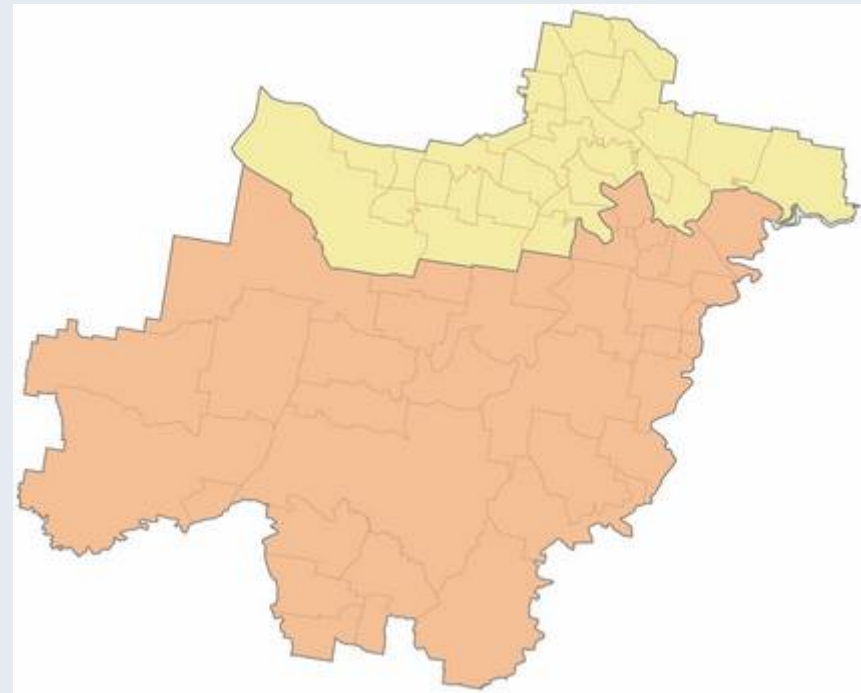
.....the journey



Logan boundary realignment



229 km²



960 km²



Marcus Farrell



People spend so much time at work, it's important to create a fun work environment



Leadership and Culture journey on the ground!



What is Organisational Culture?



Is it this?



Or This?

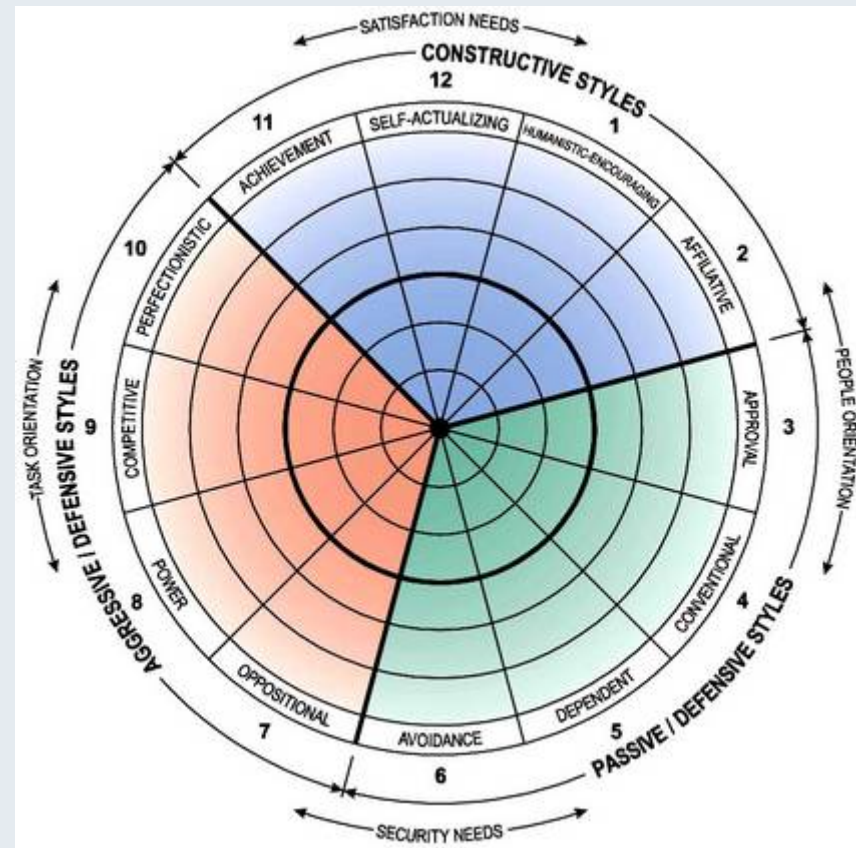




How do we measure it?

Leadership &
Culture Journey
commenced
November 2003

What is the circle thingy?





What do we Measure?

- **Organisational Culture Inventory (OCI)**

The personality of our organisation and how we are expected to behave and do things around here?

- **Organisational Effectiveness Inventory (OEI)**

What causes our culture?

How effective are we?

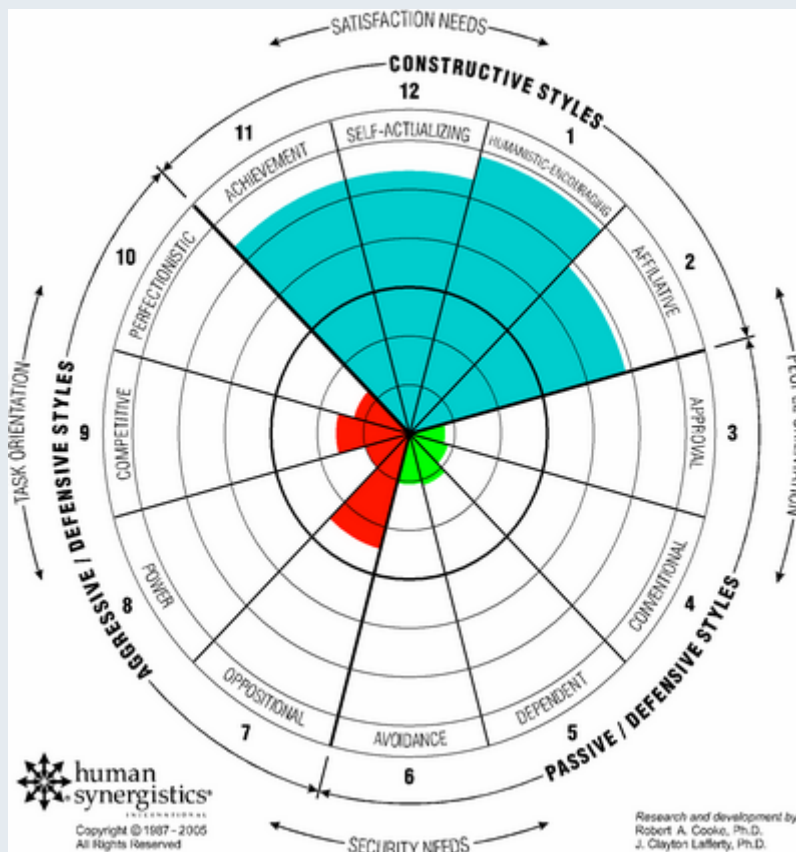
What results do we get because of our culture?





What did we do?

Preferred Culture
N = 89

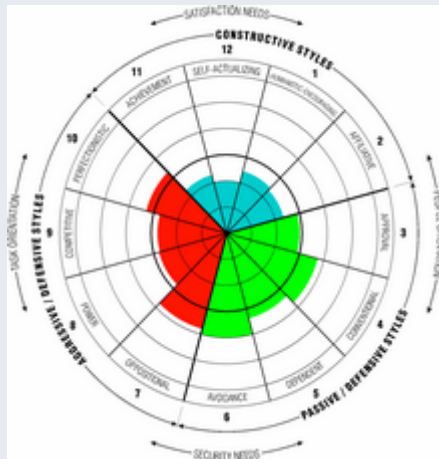


- This is our preferred culture
- A high constructive culture
- What do these styles look like at Logan City Council?

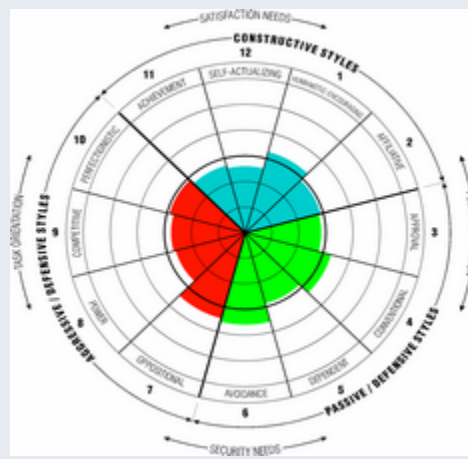


Our Journey – Warts and All !

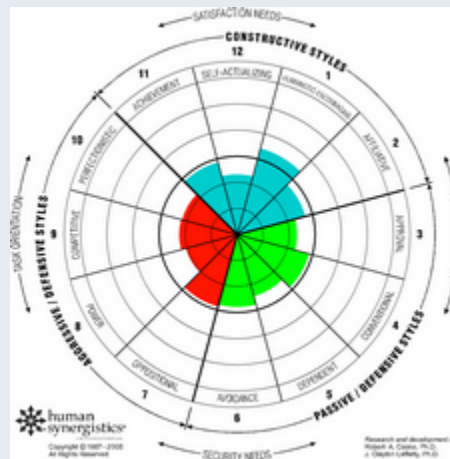
2003 Actual Culture
N = 149



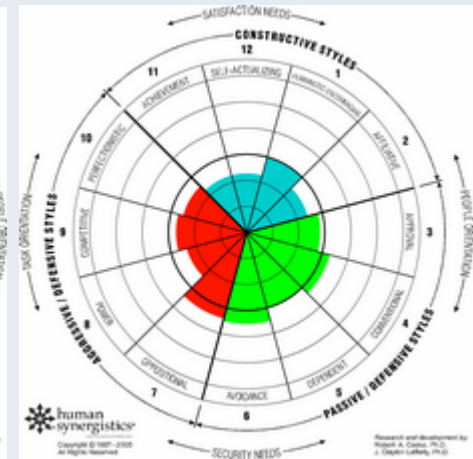
2005 Actual Culture
N = 333



2007 Actual Culture
N = 286



2009 Actual Culture
N = 475



Continually need to work on your culture



Our People





Success

**Our ultimate success
will be in the
CULTURE
of our Organisations!**



Interactive Session

Let the Fun Begin!

Introductions



Ideal Organisation

In pairs discuss the following:

- What would this organisation look like?
- What things would it have?
- What things would you enjoy?
- How would it make you feel?



Stick these to the large sheets on the wall titled - Ideal



Actual Organisation

In different pairs discuss the following:

- What does your organisation actually look like?
- What things do you do?
- What things don't you enjoy?
- How does it make you feel?



Stick these to the large sheets on the wall titled - Actual



Group Activity

With the group complete the following:

- Arrange actual outcomes into similar themes
- Look at the gaps between **IDEAL** and **ACTUAL**
- Discuss areas that could be improved in your organisation
- Write on the sheet “**CHALLENGE**” what you could **ACTUALLY** do to improve this in your organisation





Prioritising

**With your smiley face
decide on your top priority and place
the sticker next to the topic**



**What are the top three (3) priorities
that have been identified?**



What do we do now?

- Information will be forwarded to everyone at this session
- A list of participants will be forwarded
(Please advise if you do not wish this information to be passed on)
- Please leave your business card on table
- Please take one of my business cards

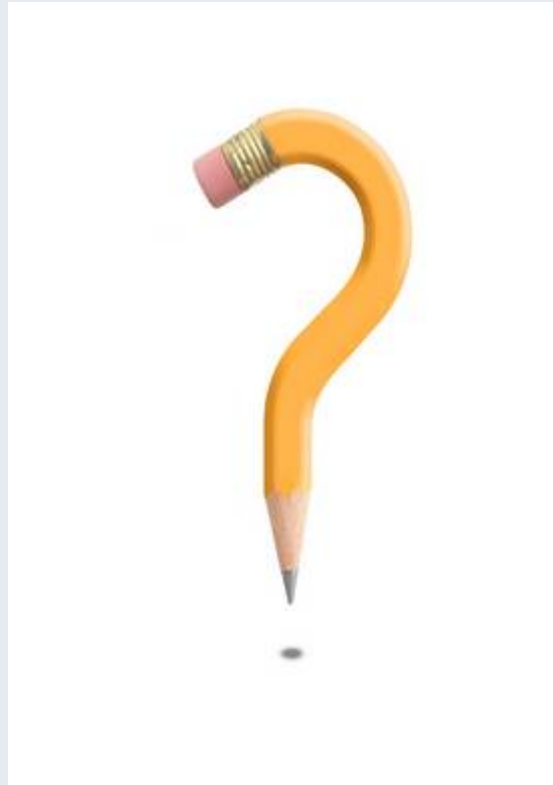


Challenge !

Network - Make it happen !!



Questions ?





THANK YOU !!