Change Management Through Transformation

Workshop on HRMT
Geneva, 15 – 17 October 2014
Setting the Scene for Change

• Vision: Trusted and Progressive Statistical Leader

• Risk: External and Organisational Constraints and Challenges

• Main strategies for Organisational Sustainability
  – Better preparing ABS people for the future
  – Transforming ABS business systems and processes
  – Fostering ABS ability to innovate
Organisational Culture

• Culture is Critical
  – influences how staff manage complexity, ambiguity and change

• Culture Stocktake
  – Constructive cultures
  – Passive / defensive cultures
  – Aggressive / defensive cultures
Culture Change Plan

• New Behaviours and Ways of Thinking

• Culture Change Plan
  – Profile of current organisational culture
  – Determine the ideal culture
  – Assess gaps between current and ideal
  – Develop a plan to focus key activities
Culture Change Plan

• Culture Change Plan will Build on and Complement
  – Leadership programs
  – Revised ABS Leadership Charter
  – Change Management Training
  – Development and Performance Agreements
  – ABS Recognition and Reward programs
  – Recruitment
  – ABS Corporate Plan & ABS People Plan
  – On the Job Coaching and Mentoring
Key Takeaways

• Culture is Critical

• Ideal Culture = Benchmark

• Success of transformation program will depend on how quickly we can mobilise cultural change