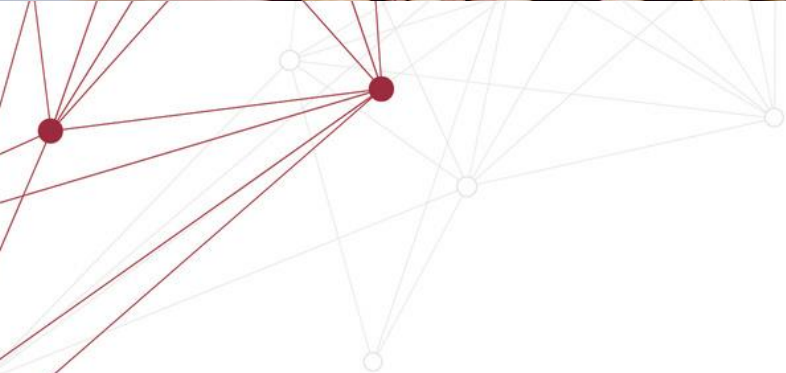


## Culture Transformation Planning

A three-month program for senior teams who want to clarify their culture change objectives, dive into the culture diagnostic and confirm the right shifts to move their culture forward.



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*Fiona* ROBERTSON

## Transformation Planning

Most strategy work never asks the question: do we have the culture we need to execute our strategy?

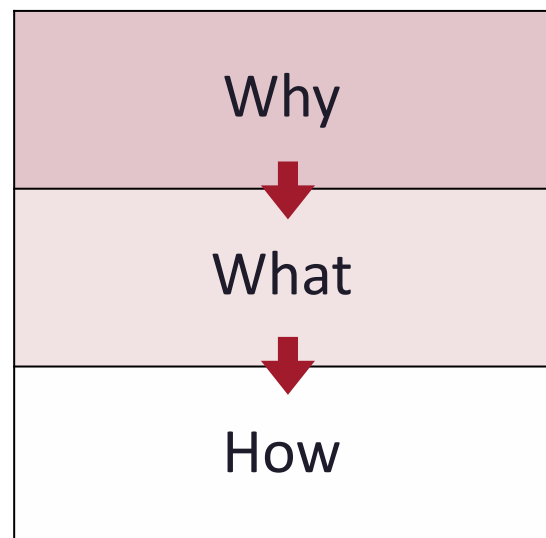
Most culture work never asks the question: culture change in the service of what?

Let's start there – what do we hope our culture transformation will achieve in terms of organisational objectives. Is it more revenue? Less risk? Better quality?

Next we need to know where our culture is now and where we want it to be to achieve those objectives.

Once the culture shifts we need are clear, then we can start to figure out how we might make them happen.

Without this planning, culture transformation is fire, aim, ready. Or worse, window dressing.



## What the program will do

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Stop you boiling the ocean around culture transformation. Provide clarity on why you're doing it, what shifts are needed and how to start to nudge your culture in the right direction. You will have the core ideas to raise awareness, increase understanding, encourage belief, prompt behaviour change and achieve advocacy for your new way of doing things.

### Who the program is for

Any team who wants to focus their culture transformation efforts, align those efforts behind clear organisational objectives and co-create a coherent direction.



## What the program looks like

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### Setting Objectives

Locking in the why. What objectives is your culture change work trying to achieve for your organisation?



### Culture Diagnostics x 3 The Way Forward x 2

These two-hour workshops cover:

- Where are we now, what is and isn't working for us?
- Where do we want to go, what shifts do we need to make?
- What can we prioritise, what can we action now?
- How might we start to nudge our culture in the right direction?
- What's missing?



### Mentoring for the core team x 6

Private mentoring sessions for the 1-2 people responsible for driving the culture transformation planning effort – to ensure the program design is tweaked to suit your specific situation at every stage in the process. Driving instruction for the drivers.

## Culture Diagnostic - provides clarity

				Importance
Candour	We always say what we really think	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We never say what we really think	
Internal/ External focus	We spend most of our time trying to please our boss and colleagues	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We spend most of our time trying to please our external customers	
Collaboration	The best results usually come from people working on their own	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	The best results usually come from people working with others	
Autonomy/ Initiative	My people leader mostly tells me what to do	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	I mostly figure out what to do on my own	
Mistake Tolerance	We try very hard to avoid making mistakes	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We view mistakes as a learning opportunity	
Time Horizon	We care more about long-term outcomes	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We care more about short-term outcomes	
Task or People Orientation	We care more about people than the tasks they do	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We care more about getting tasks done than the people who do them	
Concentration of Power	Power is centralised in a few places in the organisation	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	Power is distributed broadly across the organisation	
Innovation	We constantly look for new ways of doing things	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We value tried and tested ways of doing things	
Control/ Flexibility	We mostly stick to the rules and value control	_ _ _ _ _ _ _ _ _  1 2 3 4 5 6 7 8 9 10	We don't worry too much about the rules and value flexibility	

# Transformation Planning Timeline





## ABOUT FIONA



An expert in leadership and culture, Fiona has worked with dozens of large and small private, public, not for profit and government organisations in Australia and overseas – and coached numerous senior executives.

Clients have included IBM, Nasdaq, McKinsey & Company, Oracle, ANZ Bank, Monash University, Pexa, Ausgrid, NSW Health, the CEO Institute, the Australian Council of Superannuation Investors (ACSI), the Australian Information Security Association (AISA), the Australian Graduate School of Management (AGSM), Lendlease, Winc, Multiplex, La Trobe University, the Australian Catholic University, Carey Grammar School, and the University of Birmingham amongst many others.

She also spent twelve years in executive positions with the National Australia Bank (NAB) including leading their market research function and several key transformation roles. Her last role was Head of Culture during a period which included the introduction of a new set of values and the development of a purpose for the organisation.

Fiona holds an MBA from London Business School and is a Graduate of the Australian Institute of Company Directors and the Institute of Executive Coaching and Leadership.

## Investment

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Six two-hour planning workshops

- Designed and delivered
- In person in Melbourne or via Zoom if the team is elsewhere or distributed



Six one-hour mentoring sessions delivered live via Zoom

- Driving instruction for the drivers

TO BOOK YOUR PROGRAM:  
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## TESTIMONIALS

*Fiona* ROBERTSON

MG

“Fiona provided us with exceptional support in transforming our team culture to support our new strategic direction and integrated operating rhythm. The outcomes for our team have been outstanding and enduring.”

Magnus Gittins, Director, **Australian Graduate School of Management at University of New South Wales (AGSM) Executive Education**

AR

“Fiona is one of the rare people you come across in your career who truly inspires. She has an instinctive understanding for where people are at which is matched with an equal amount of genuine caring. She asks the hard questions and challenges you to go deeper and harder to find solutions you never thought possible. She is smart, insightful and engaging and she absolutely delivers absolutely all the time. Spending time in her company is worth every moment.”

Allison Robison, General Manager, **Employee Transition, National Australia Bank**

MK

“Fiona brings a unique combination of empathy, adaptability and experience into her approach to truly making a difference in designing and leading outcomes in complex environments. One of the best change agents I’ve ever worked with.”

Monica Klyszcz, Global Head of Property, **BHP**

CH

“I can’t speak highly enough of Fiona and the impact she has! Commercial in her approach, she’s an absolute guru on culture change and how leadership teams can pull this lever in a variety of ways to drive growth/profitability as well as employee engagement and employment brand. Her secret weapon is her disarming nature coupled with an ability to draw spot-on insights during conversations or team interactions, wrapped up by her deep knowledge on culture change - both theoretical and from practical experience. I wouldn’t hesitate to recommend Fiona as a leading culture change consultant.”

Claire Hopkins, General Manager, Delivery and Partnerships, **RMIT Online**



## LET'S GET IN TOUCH

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