



# 2021 Culture Update for Audit and Risk

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# Our journey so far

## Our People and Culture focus in 2021: Review our 2018 Workforce Plan and strategies

- Culture – review our frameworks, reward and recognition, embed new structures, action plans and Qualtrics survey.
- Develop and Implement a new Diversity Strategy
- Build our talent and performance processes for One Council
- Develop our learning framework and e-Learning
- Sourcing – Review our recruitment framework
- Develop a leadership development framework
- Delivery – Embed the new People and Culture structure and team.



2018 WFP strategies – note Risk is now with Governance in Business Services





# Our progress so far towards doing what we said we would in 2021

## Progress has been made in 2021 despite challenges

### Key actions

- Qualtrics Engagement Survey and Feedback on track for May/June 2021.
- 2 days of ELT and Executive Manager Workshops on Leadership, Culture and Strategy conducted in January 2021.
- City of Mandurah Management Team 3 day Executive Development Workshop 17 – 19 March.
- Restructure of People and Culture teams implemented, Key Organisational Development roles filled.
- Work progressing quickly on Leadership and Culture Frameworks, Diversity Strategy, Talent and performance Systems, Front Line Leadership Training needs Analysis.
- Management development workshop in February 2021.
- Workshop with Elected members scheduled for April.
- Directorate Restructures

### Challenges

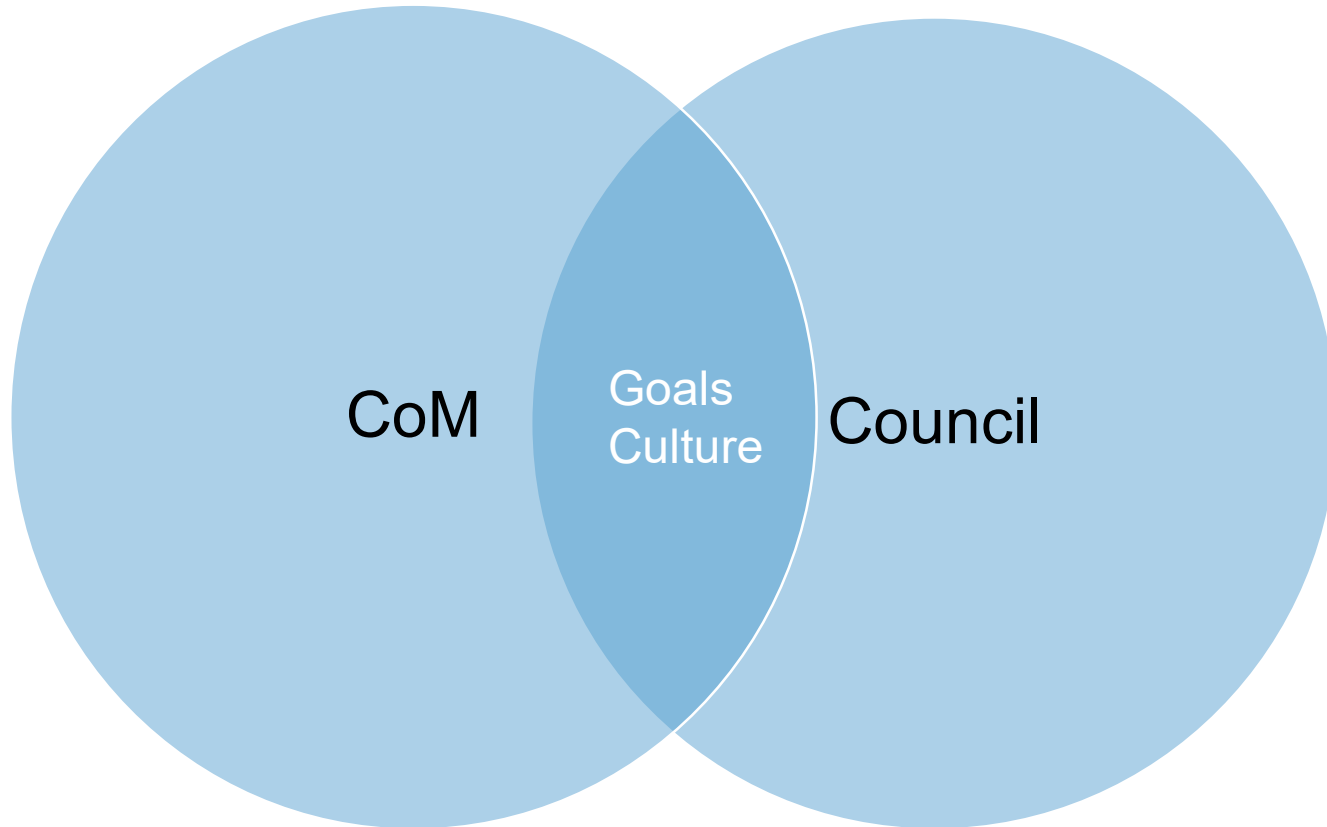
- Covid disruptions including deferral of Managers 3 day workshop and Leaders Training Needs Analysis to March due to shut downs in February.
- High work volumes and the pace of change including One Council Implementation can impact on the cultural journey.
- Structural changes and changes to Directorates are still being embedded.





# Next steps: support from Council

“What role does the City of Mandurah Council hold in relation to setting and monitoring good organisational culture in collaboration with the City's administration?”



*Aligning the what (Goals) with the How (Culture).*





# Next steps: support from Council

## What is the role of Council?

- Continued support for funding and resourcing of our Leadership and Culture activities.
- Develop an understanding of the value to the city of the investment in leadership and culture through tracking the progress and outcomes against CEO KPI's.
- Participation as a stakeholder in terms of roles and responsibilities, setting and approving appropriate measures and goals, and staying informed through the reporting and presentation.
- Elected members undertaking their own workshops on teamwork and performance is an opportunity to align Council and Administration culture.
- The Executive and Elected Members work together to maintain alignment.



Thank you.

