

# Leadership & Culture

- more time for doing stuff other than mtg targets
- developing leadership from within + bottom up
- don't give people unachievable targets: let them achieve to their capacities + talents
- let people operate outside comfort zones
- good leadership @ top <sup>need to</sup> inspire from top
- do more leading and less managing
- setting goals which reflect mission vision + values not just externally imposed ones
- foster + encourage innovation, creativity

## Change Ready

- ⊗ Diversification
- ⊗ Confidence and stability (for staff).
- ⊗ Flexible / Adaptable work force.
- ⊗ Sense of independence.
- ⊗ Solution Based.
- ⊗ Communication / transparency
- ⊗ Personal Development
- ⊗ Empowerment through innovation
- ⊗ Inclusion / collaboration at all levels  
(Board / staff).

# Networked

developing strategic networks - collaboration rather than competition, open communication mind set shift to 'blind trust'

wider thinking beyond competing on JSA contract where can we collaborate in new areas?

network with industry - different viewpoints

partnering, joining forces so everyone benefits

## Leadership & Culture

- Communication, honesty, explaining why change & reasoning
- Empower staff
- Establish trust - follow through and invite questions
- Consistency
- True empathy
- Timely & upfront
- Be honest - invite feedback

# Change Ready

Inclusiveness + ownership of the organisations visions etc.

Knowing the why? Why are we changing & the benefits - Proactive as opposed to reactive.

Continuous improvement

acknowledging success in change.