

# 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