

# Executive Leadership Series

## Transforming your council's culture

The executive team is the critical group in a council to drive culture change and ensure sustained improvement in an organisational culture.

Culture change is often necessary for an organisation to adapt to new market conditions, technologies, or strategies. It is also necessary if there is a culture of bullying, harassment or learned helplessness. It's typically a complex and challenging process that requires strong leadership, clear communication, and active participation from all members of the organisation.

This workshop is designed to help the executive team to take stock of their council's culture and formulate strategies to enhance that culture.

### Course Content

- What is organisational culture?
- How important and necessary is culture change for your council?
- The key challenges of culture change
- Common mistakes in implementing culture change
- Role of the executive team in driving culture change
- Building a culture of trust
- Assessing your existing culture
- Seven elements of an adaptive culture
- How adaptive is your council's culture?
- The 'what, how and who' of culture change
- Committing to a common cultural aspiration
- Managing employee transitions through culture change
- Developing a culture change communication strategy
- Top tips for achieving positive culture change
- Culture change case studies
- Where do you go from here?

### Course Details

- Delivery: Inhouse
- Structure: Interactive Workshop
- Time: 1 Day
- Class Size: Max 15
- Cost: On request

### The Trainer



With over 32 years' experience in the human resources and management consulting fields, Narayan has provided a vast array of training and services to a range of organisations, including Local, State and Federal government agencies.

Narayan provides a very strong adult learning focus to his training. He ensures that it is experiential, practical and closely linked to workplace needs and realities.

He is also consistently described by clients as highly enthusiastic, creative and dynamic in his approach.