

Culture Change Program

Based on Patrick Lencioni's approach for Council and Administration

"Culture Eats Strategy for Breakfast" – Edgar Schein

Culture is essentially the organisational air we breathe. Like air, culture is often not seen directly. Rather, it is seen indirectly through how organisational members, both Administration and Councillors, engage in their work, communicate, respect each other, embody group norms, and how they live out espoused values.



Patrick Lencioni in *The Advantage* highlights the vital dimension of culture. Lencioni argues that organisational health is the greatest opportunity for organisational improvement and competitive advantage. In contrast to what Lencioni refers to as smart business—engaging fundamentals like strategy, marketing, finance, and technology—organisational health is the real place where organisational advantage may shine beyond the first half of the equation of smart business.

Price Consulting Group has worked closely with many state and local government clients over the last 20 years and has a strong track record of success in supporting leaders with organisational change management.

Contact us to discuss your needs on
(08) 9261 7738 or
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Culture - Why does it elude us?

An imperative for local government

Are you ready and willing to foster your Culture and how is it used to influence behaviour and thought within your organisation?



With all the efforts made in strategic integrated planning and reporting, the stage should be set for success. Yet success still eludes many organisations. It has now been adequately demonstrated* that most Councils can and should perform much better, especially in terms of services and infrastructure provision for the communities they represent.

While culture is proposed to make the difference, why do up to 70% of organisational culture change programs fail? At Price Consulting, we believe it's because they're not integrated from the top leaders down to service delivery staff and processes AND because coaching of senior leaders isn't embedded in the program.

Paying attention to organisational culture IS the advantage that organisations crave.

Organisational culture sets the enabling conditions that surround your workforce and allows your staff to thrive so that they can operate at their professional best.

Our philosophy

Our approach to culture change embraces Lencioni's seemingly-simple "obsessions" of extraordinary executives to create organisational health by:

- building a cohesive leadership team
- creating clarity
- over-communicating clarity
- reinforcing clarity through systems and processes

* Tiley, I., *Australian local government sustainability and transformation: Structural reform and the fit for the future (F4F) reform initiative in New South Wales — forced council mergers*. International Journal of Rural Law and Policy, No. 2 2017

Culture Change Program Options

This program partners with the executive team and potentially Councillors, walking alongside with them to establish a strong leadership team and then cascading the key principles to the rest of the organisation, layer by layer. By establishing an accountability framework and providing training on the basis of effective teamwork, the aim is to build trust, foster productive conflict and gain 100% commitment to accountability and valuing collective achievement.

We tailor our program to suit each client, however the following lists the options available in terms of target participants. The inclusion of any specific cohort is optional (but recommended).

Elected Member Change Program:

Audience: All Elected Members

Executive Leadership Team (ELT) Change Program:

Audience: CEO and Directors

Senior Leadership Team (SLT) Change Program:

Audience: Managers and Coordinators

Values and Accountability Program:

Audience: All staff



Price Consulting Group

WA owned and operated, Price Consulting Group has been providing management and human resource consulting services to government, corporate and private organisations for over 20 years. One of our areas of speciality is recruitment.

We are committed to helping organisations achieve greater results and success through effective strategic and HR management. Our aim is to develop a strong partnership with you so we can understand your organisation and provide cost-effective and innovative solutions that meet your unique needs.

We have a team of highly skilled and experienced Consultants who bring their knowledge and passion for their work into your organisation. We carefully match Consultants to work assignments so that you will have the benefit of dealing with an industry expert – no matter how large or small your team, you will be treated like a ‘big fish in a small pond’.

OUR SERVICES

Improving Productivity and Performance

- ◆ Strategic & business planning
- ◆ Change management
- ◆ HR & workforce planning & policy
- ◆ Organisational review & development
- ◆ Restructures, job design & work evaluation
- ◆ Redeployment and redundancy support
- ◆ Business & performance reviews
- ◆ Employer branding
- ◆ Attraction & retention strategies
- ◆ Recruitment & executive search
- ◆ Training, facilitation & workshops
- ◆ Employee relations

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