



PRICE

CONSULTING GROUP

PROGRAM MATERIALS

The program includes Majors PTI (MBTI) personality assessments and copies of Patrick Lencioni texts for Elected Members (if included) and the Executive team.

CULTURE CHANGE PROGRAM TRAINING OVERVIEW

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

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).

OUR SERVICES

- Improving productivity & performance
- Strategic & business planning
- Change management
- HR & workforce planning & policy
- Organisational review & development
- Restructures, job design & work evaluation
- Business & performance reviews
- Employer branding
- Attraction & retention strategies
- Recruitment & executive search
- Applicant journey from process to feedback
- Training, facilitation & workshops
- Employee relations

ELECTED MEMBER CHANGE PROGRAM:

Audience: all Elected Members

- Majors PTI (MBTI) assessment;
- Workshop to unpack EM preferences, strengths and blind spots, identify Council leadership vision and leadership charter;
- 2 further workshops to build trust, foster productive conflict and provide skills in building a committed team approach to delivering community outcomes; and
- Individual coaching for Elected Members as requested.

EXECUTIVE LEADERSHIP TEAM (ELT) CHANGE PROGRAM:

Audience: CEO and Directors

- Majors PTI (MBTI) assessment;
- Workshop to unpack ELT preferences, strengths and blind spots, identify leadership vision charter and key performance indicators;
- 2 further workshops to upskill, review progress and identify actions required; and
- 3 x individual coaching sessions to support delivery of leadership vision and leadership charter.

SENIOR LEADERSHIP TEAM (SLT) CHANGE PROGRAM:

Audience: Managers and Coordinators

- Initial workshop to devolve the ELT leadership vision and charter, facilitate self-assessment of leadership capability, educate on qualities of high-performing teams and roll-out of accountability framework;
- Individual coaching (min 1 session per SLT member, extra as required).

VALUES AND ACCOUNTABILITY PROGRAM:

Audience: All Staff

- Delivery of workshops by Directorate (2 hours each) to develop/refresh the organisational values in line with the new structure and explain the accountability framework;
- Explanation of the leadership charter, what to expect from leaders and what's expected of all staff;
- Feedback ideas and issues to Human Resources for further actions;
- Who could attend: This training is suitable for all employees; and
- Course duration: ½ day or 1 day.