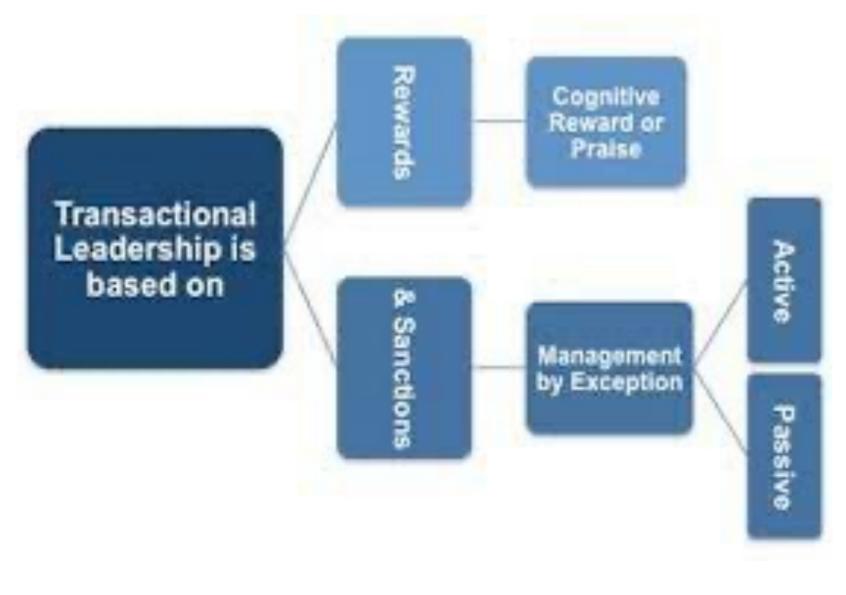
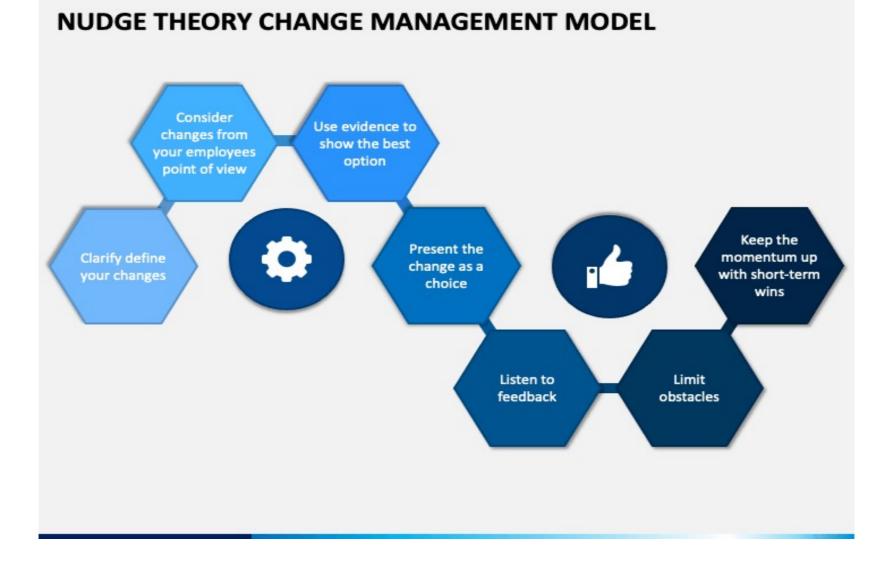
ORGANIZATIONAL PERFORMANCE AND CULTURE IN PRACTICE

> How People Practice Supports the Achievement of Business Goals and Objectives

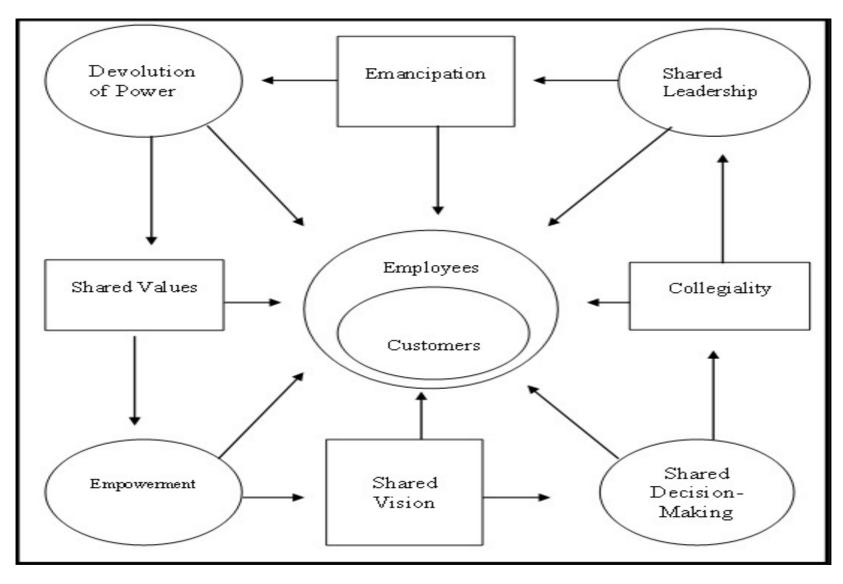
THEORIES AND MODELS WHICH EXAMINE ORGANISATIONAL AND HUMAN BEHAVIOUR: TRANSACTIONAL LEADERSHIP THEORY



THEORIES AND MODELS WHICH EXAMINE ORGANISATIONAL AND HUMAN BEHAVIOUR: NUDGE THEORY



THEORIES AND MODELS WHICH EXAMINE ORGANISATIONAL AND HUMAN BEHAVIOUR: COLLEGIAL MODEL



DRIVERS OF CHANGE

Drivers of Change



- Capabilities
- Resources
- Inventions
- Dissatisfaction
- Desire

External

- Customers
- Competitors
- Investors
- Technology
- Government

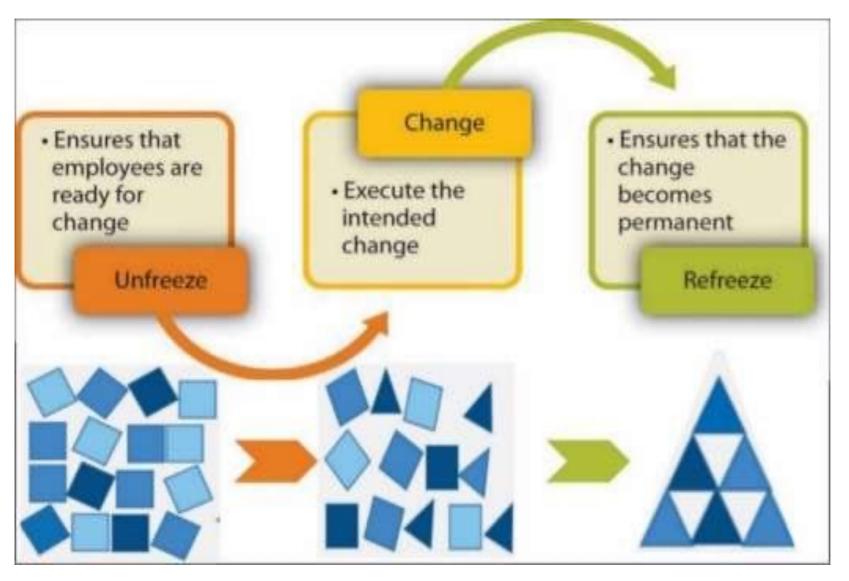
MODELS OF CHANGE: ADKAR CHANGE MODEL

ADKAR

Change Management Model



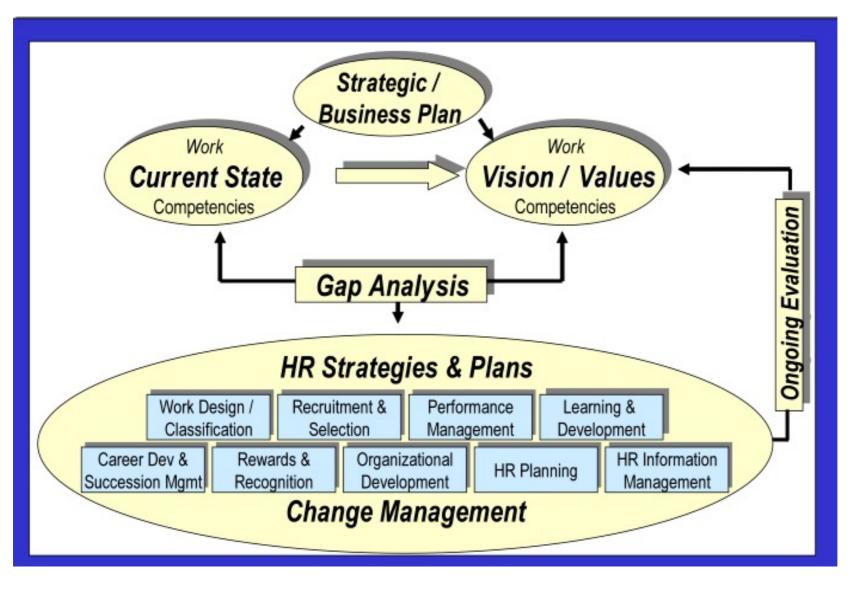
MODELS OF CHANGE: LEWIN'S CHANGE MODEL



HOW TO BUILD DIVERSITY AND INCLUSION INTO YOUR WORK IN ORDER TO BUILD A POSITIVE CULTURE



HOW PEOPLE PRACTICES IMPACT ON ORGANIZATIONAL CULTURE AND BEHAVIOUR



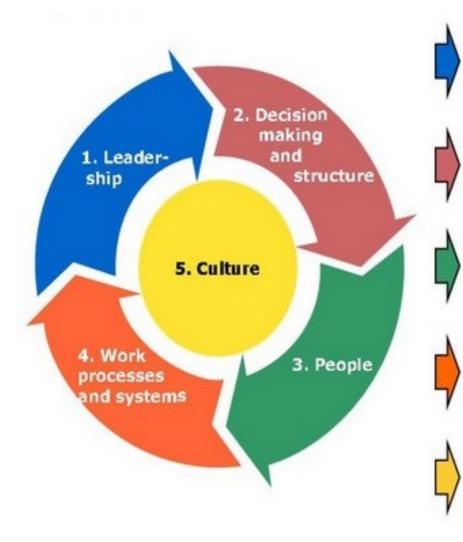
THE IMPORTANCE OF WELLBEING AT WORK AND THE DIFFERENT FACTORS WHICH IMPACT WELLBEING



THE RELATIONSHIP BETWEEN THE EMPLOYEE LIFECYCLE AND MY WORK

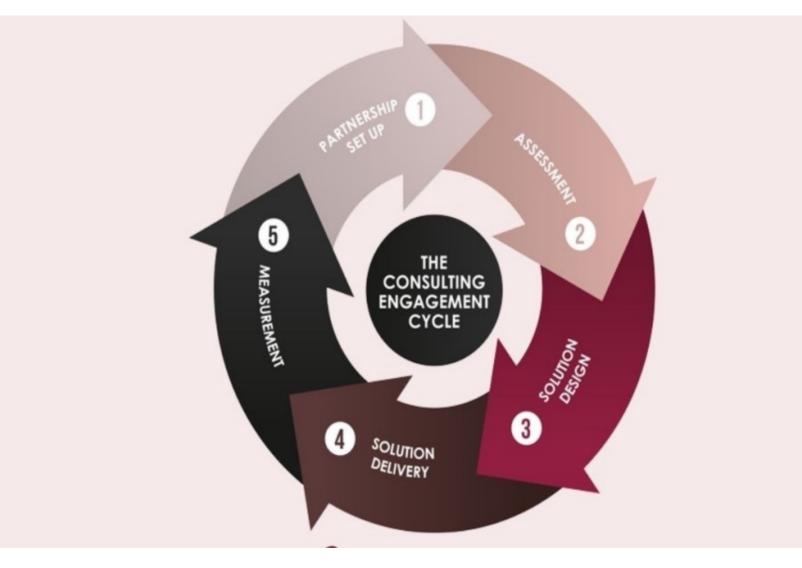


HOW PEOPLE PRACTICE CONNECTS WITH OTHER AREAS OF AN ORGANIZATION AND SUPPORTS WIDER PEOPLE AND ORGANIZATIONAL STRATEGIES



- Clear vision and priorities
- Cohesive leadership team
- Clear roles and accountabilities for decisions
- Organization structure that supports objectives
- Organization and individual talent necessary for success
- Performance measures and incentives aligned to objectives
- Superior execution of programmatic work processes
- Effective and efficient support processes and systems
- 'High performance' values and behaviors
- · Capacity to change

PROCESSES FOR CONSULTING AND ENGAGING WITH INTERNAL CUSTOMERS TO UNDERSTAND THEIR NEEDS



KEY COMPONENTS OF PLANNING STRATEGIES FOR ENSURING THAT PROJECTS ARE DELIVERED IN LINE WITH CUSTOMER REQUIREMENTS



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