



Serious About Culture Program

A uniquely tailored program for teams who want to co-create their culture and consistently nudge it in the right direction

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Fiona ROBERTSON



Why the program is needed

The rate of change keeps accelerating. Without teams that love working together, we're simply not going to be able to perform. That's why creating and maintaining the right team culture has become an essential focus for all people leaders and their teams.

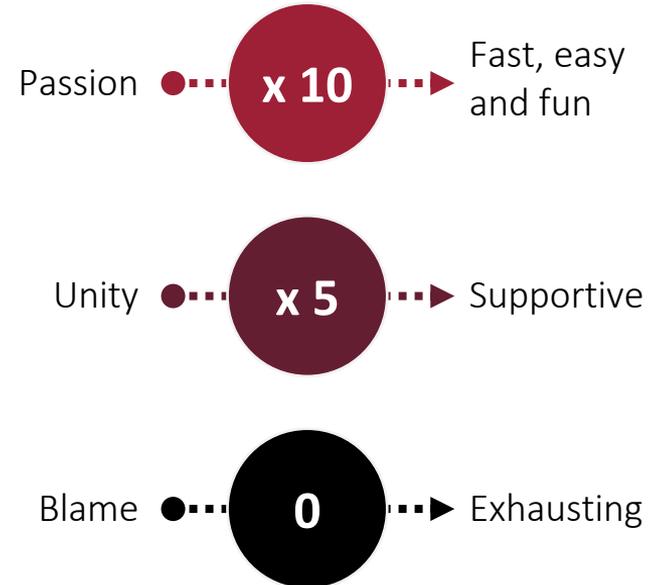
The faster things change, the harder it is to maintain thriving team relationships and the more attention is needed to make sure these work well. The 'soft skills' are the hardest of all to get right. They're the ones that will future-proof your team and its performance.

The best leaders know they can't do this alone. Teams who co-create their culture, own and drive it together.

Your team culture is evolving right now whether you're actively managing it or not. If it's happening by accident, now's the time to make it deliberate. The upside potential is enormous. If you get it right, your team will unite with passion to perform and work will be faster, easier and more fun.

DOMINANT MINDSET

HOW IT FEELS





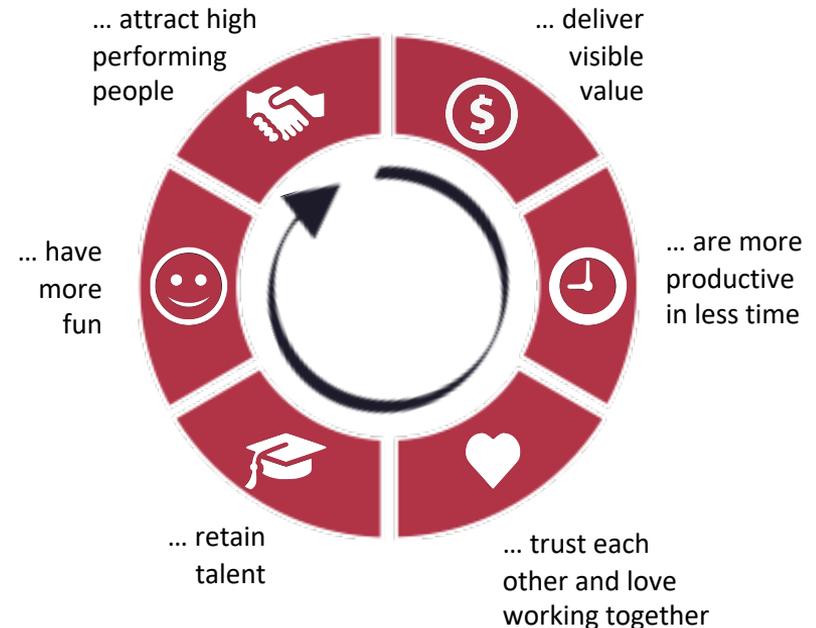
What the program will do

High performing teams deliver visible value from the start and are more productive in less time. They trust each other and love working together. Great people want to join them and stay with them. And they do all this while having more fun.

Who the program is for

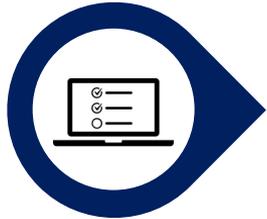
Any team who wants to co-create their culture and make sure their working relationships are as positive and productive as they can be.

High performing teams ...





What the program looks like



Pre-workshop participant profiling tool (OPQ)

The Occupational Personality Questionnaire (OPQ) is one of the most widely used and respected measures of workplace behavioural styles in the world. It is used to generate each team member's Belbin team type – the role they are most likely to adopt in a team. Each participant receives an individual report.



One or two day workshop with tailored agenda

The workshop follows a tried and tested methodology and is tailored to the unique team's context and objectives. The individual reports from the profiling tool are combined into a summary report showing the team's collective profile. This is shared at the workshop to promote meaningful discussion whilst maintaining confidentiality.



Culture 'nudges' every four, six or eight weeks for six or twelve months

A culture nudge consists of a two hour workshop in the morning for the whole team or a selected sub-set of senior participants plus up to five 1:1 coaching sessions for selected team members in the afternoon of the same day. The workshop content will be agreed from an extensive menu of the most relevant leadership development concepts such as Growth Mindset, Adaptive Leadership and Psychological Safety, and the coaching is specific to the individual's real time work challenges.



One Day Workshop Overview





About Fiona



An expert in culture change and team effectiveness, Fiona has worked with dozens of large and small organisations in Australia and overseas and coached numerous leaders.

Clients have included IBM, Nasdaq, McKinsey & Company, Oracle, ANZ Bank, the Australian Graduate School of Management (AGSM), Monash College, Swinburne University, Slater + Gordon, RMIT Online, the Department of Human Services and the Municipal Association of Victoria.

She has also spent twelve years in executive positions with the National Australia Bank including leading their market research function and several key transformation roles. Most recently she was Head of Culture during a period which included the introduction of a new set of values and a purpose.

Fiona holds an MBA from London Business School and is a Graduate of the Australian Institute of Company Directors and the Institute of Executive Coaching and Leadership.

Testimonials

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Fiona's dynamic approach to engaging the business in the process of cultural change ensures everybody gets on the same page. Advocacy for change from within the business builds momentum and Fiona gets the connections really well, and that's the key. Delivering key messages and engaging with the leaders to get them to help build the 'moment' is a great and rare skill.

Steve Tucker, Chairman Koda Capital,
Executive Chairman Prodigy Investment Partners

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Fiona is one of the rare people you come across in your career who truly inspires. She has an instinctive understanding for where people are at which is matched with an equal amount of genuine caring. She asks the hard questions and challenges you to go deeper and harder to find solutions you never thought possible. She is smart, insightful and engaging and she absolutely delivers absolutely all the time. Spending time in her company is worth every moment.

Allison Robison, General Manager,
Employee Transition, National Australia Bank

MK

Fiona brings a unique combination of empathy, adaptability and experience into her approach to truly making a difference in designing and leading outcomes in complex environments. One of the best change agents I've ever worked with.

Monica Klyscz, Global Head of Property, BHP

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I can't speak highly enough of Fiona and the impact she has! Commercial in her approach, she's an absolute guru on culture change and how leadership teams can pull this lever in a variety of ways to drive growth/profitability as well as employee engagement and employment brand. Her secret weapon is her disarming nature coupled with an ability to draw spot-on insights during conversations or team interactions, wrapped up by her deep knowledge on culture change - both theoretical and from practical experience. I wouldn't hesitate to recommend Fiona as a leading culture change consultant.

Claire Hopkins, General Manager,
Delivery and Partnerships, RMIT Online