



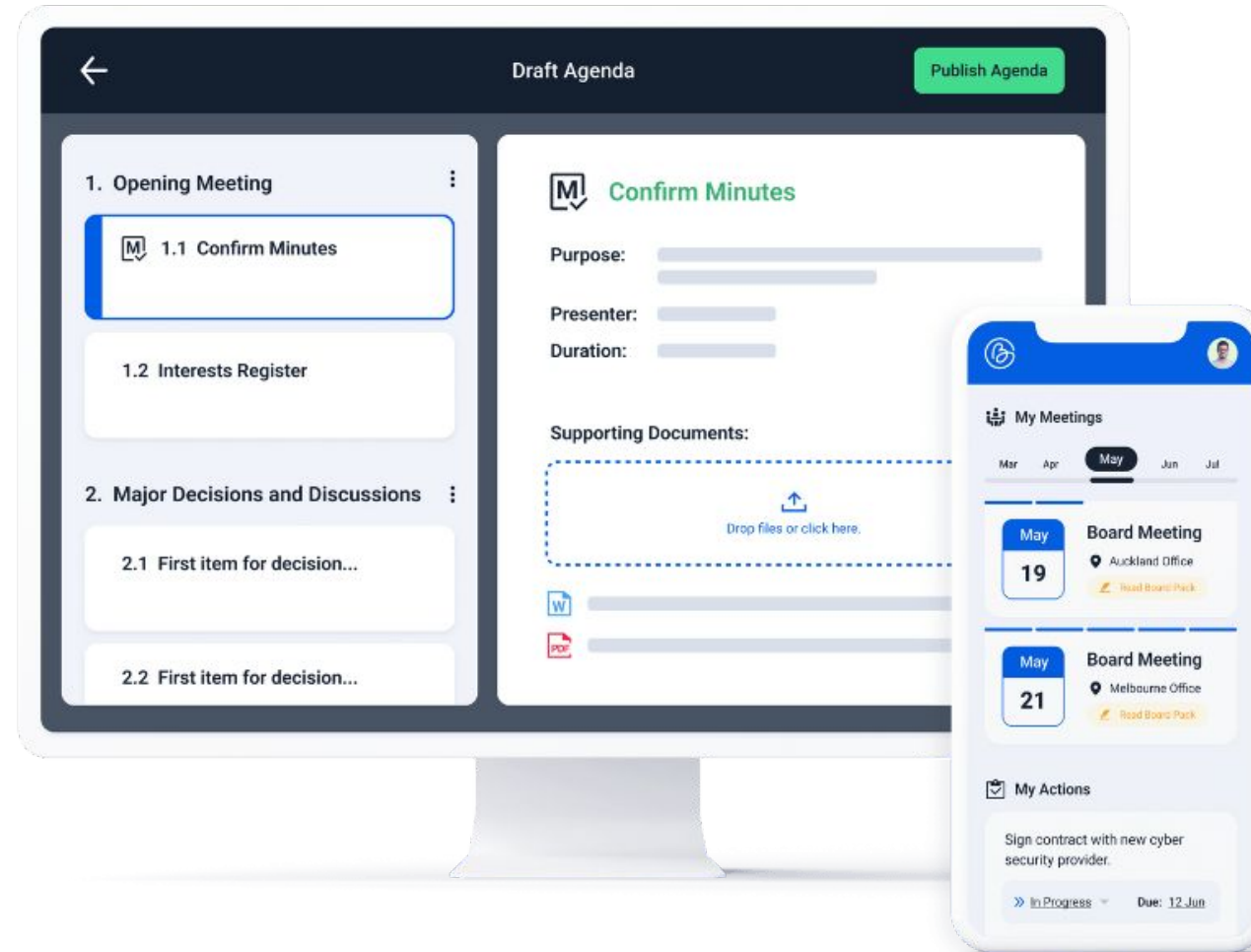
Webinar

How to grow a great culture in your organisation

With Special Guest Lynda Carroll









**Making the fundamentals of
governance free and
easy to implement**



Governance Made Easy

Governance Resource Center

Explore free governance resources for growing your organisation and adopting good governance practises. From meeting minutes templates to CEO reporting templates, our comprehensive guides and templates will cover your governance and business essentials.

Content type



Topic



Persona



Search





**Slides, webinar video,
transcript and slides will be
sent to you. Sit back, relax and
enjoy the conversation**



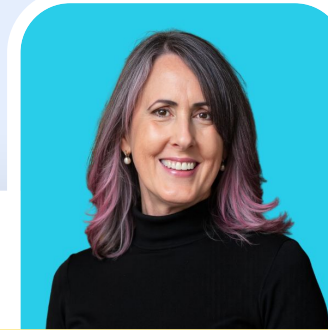
Lynda Carroll

CEO
Align Group



Kathryn Ruge

Facilitator & Consultant
Engaging People



Fiona McKenzie

Managing Director
Resolving Matters



Karakia

“

Me mātau ki te whetu I mua I te
kōkiri o te haere

”

→ Before you set forth on a journey.
Be sure you know the stars



What we are going to cover

01

What is culture and why is it important

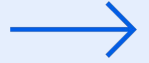
02

How do we make sure we have the “right” culture

03

How do we grow a great culture

- How do you define it so it is meaningful and easy to understand?
- How do you ensure your culture is “lived” within your organisation?
- How do you monitor your culture implementation?

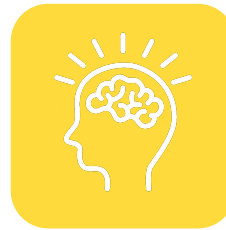


What is culture and why is it important?

Culture is "the way we do things around here" - our Values. These are the



Attitudes



Mindset



Beliefs

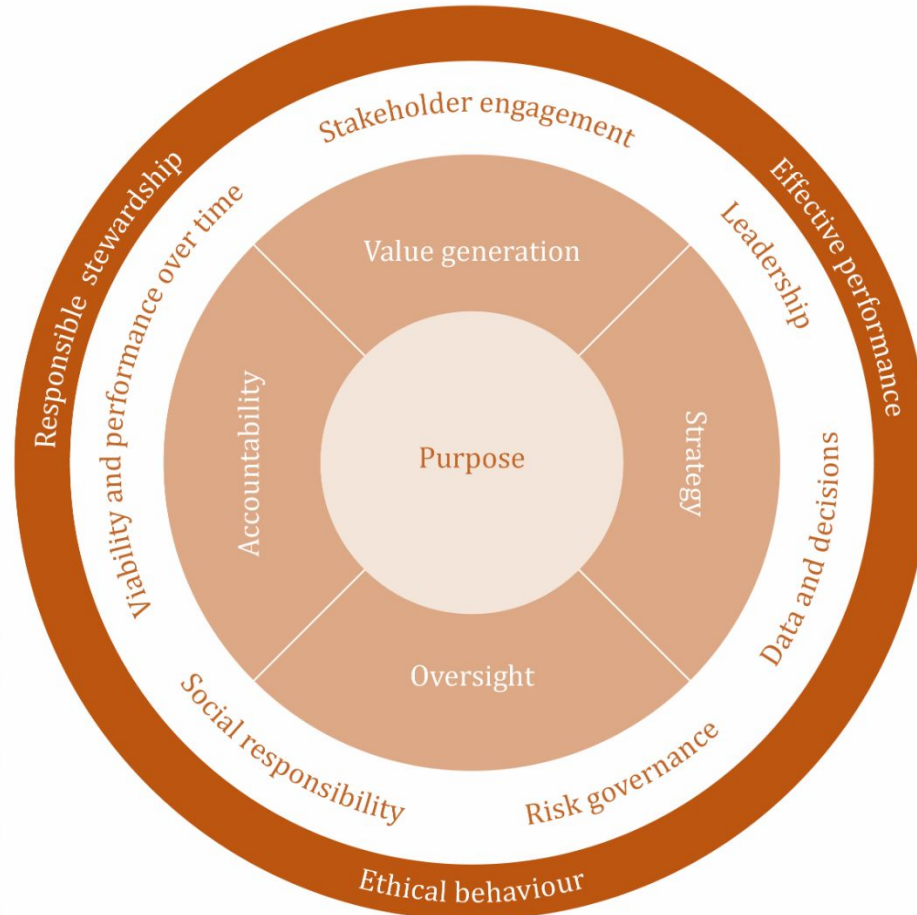
that drive our behaviour



Royal Commission into the Banking, Superannuation and Financial Services Industry

Focusing only on what is
to be sold is not enough.
How the employee does
the job is at least as
important as what the
employee does.





Where the shades represent:

	Governance outcomes
	Primary governance principle
	Foundational governance principles
	Enabling governance principles

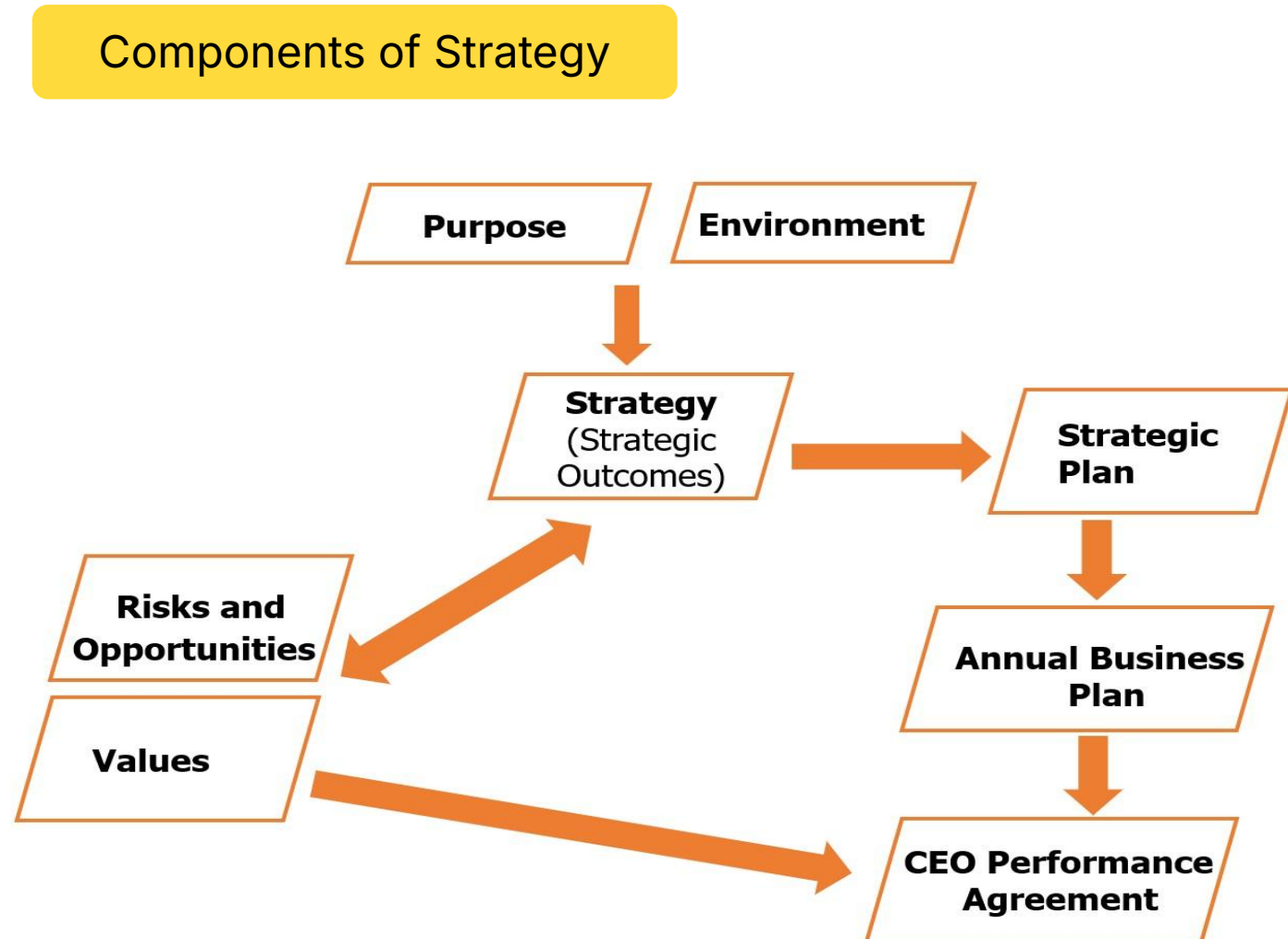
ISO37000

Governance of Organisations - Guidance





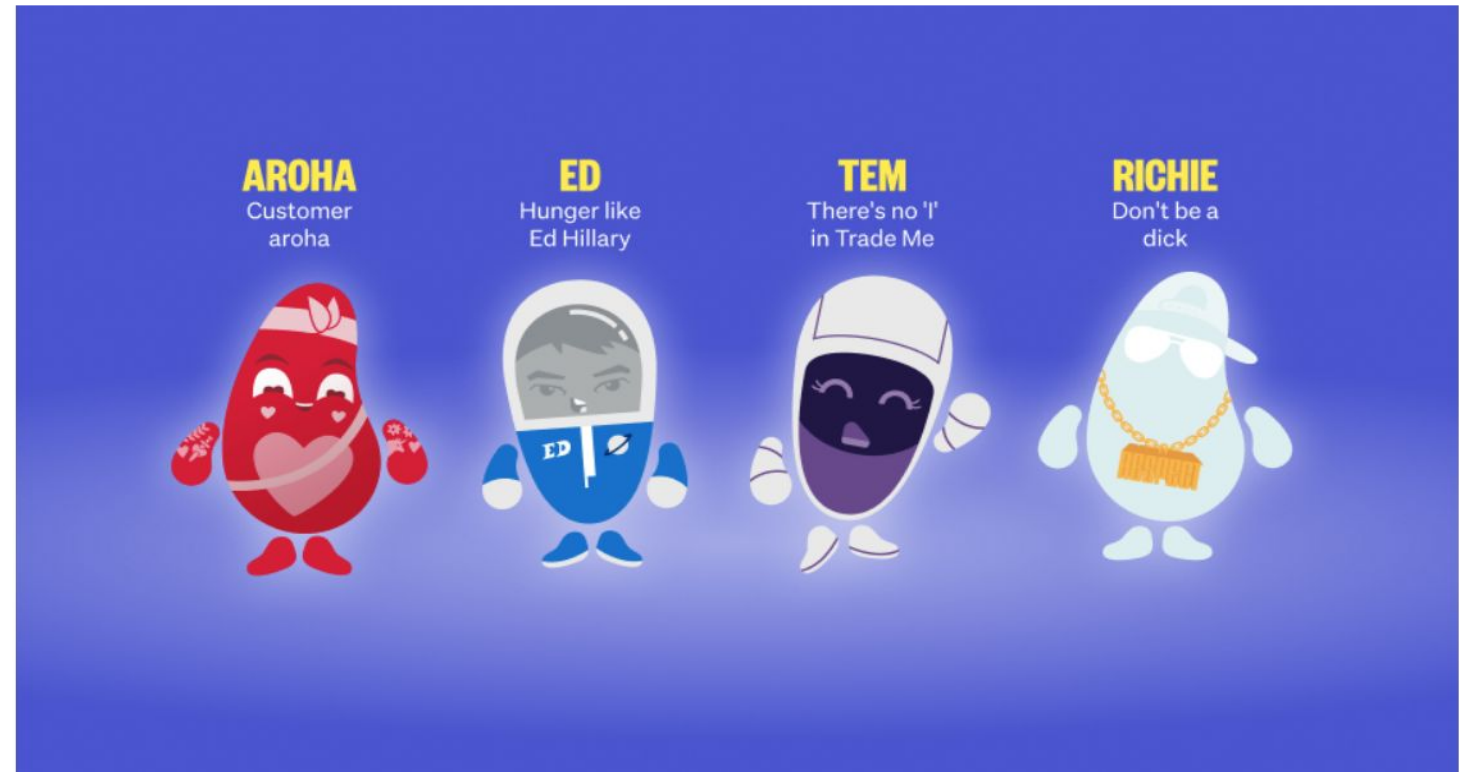
How do we
know we
have the right
culture?





How do we grow a great culture?

By ensuring that your Values are defined in a way that is meaningful and easy to understand



- **Aroha** shows our customers love.
- Customers are part of our community and we're part of theirs.
- We understand how they tick and give them things that are valuable, empowering and easy to use.



Fonterra

Good Together is us working collaboratively



Meridian Energy

Be gutsy

Dare to challenge
the norm and do better

Be courageous and make
it happen

We're honest and rigorous
about performance





How do we grow a great culture?

By ensuring your values are “lived” within your organisation ... by aligning them with all the facets of your organisation?



Source: Align Group Limited



Source: Align Group Limited

How do we grow a great culture?

By regularly undertaking a Cultural Alignment Audit across all facets of your organisation.





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Thank you
