

Leading Organisational Renewal

Senior Assistant Ombudsman

Doris Gibb

Healthy Organisations

Know where they are going

Understand how to get there

Have the tools, capabilities and motivation to get there

Empower staff to innovate and change



Is our future aligned with our?

People

Process

Product



Activity #1

Discussion Question:

Discuss as a group how your organisation manages its people/process/product.



What can our organisations improve?





Commonwealth Ombudsman



Organisational Structure





Senior Assistant Ombudsman

Paul Pfitzner

(EA - Melanie Barnes)

ACT FOI Director: Samara Rodway

Defence Branch

Liaison Director: Robyn Higgins

Restorative Engagement Director: Dymphna Lowrey

Assessment Director: Elizabeth Jamieson

Coordination and Support Manager: Nalini Hoogland

Defence Strategy Manager: Tiff Beer

Senior Assistant Ombudsman

Fiona Sawyers

(EA – Jodie Mccaskill)

Social Services, Indigenous, Disability and Integrity Branch

Social Services Director: Chris Roberts

Indigenous Manager: Charles Turner

Disability Director: Emma Cotterill

National Assurance and Audit Director: Erica Welton

International Director: Lisa Collett

Senior Assistant Ombudsman

Rodney Lee Walsh
(EA - Melanie Barnes)

Public Interest
Disclosure
Director:

Kate Wandmaker

Legal and Information Access

Principal Lawyer: Kate Wandmaker

Senior Assistant Ombudsman

Doris Gibb

(EA - Emily Wilson-Kwong)

Immigration, Industry and Territories Branch

Detention Inspections and External Territories Director: Sally Reeves

Immigration
Detention Review Statutory Reporting
Manager:
Nathan Cameron

Immigration Strategy Director: Elaine Loh (acting)

Postal Industry and Overseas Students Director: Ron Colley

ACT Ombudsman Director: Chelsey Bell

VET Student Loans Director: Lee Katauskas

Senior Assistant Ombudsman

Louise Macleod

(EA - Emily Wilson-Kwong)

Operations Branch

Operations North Director: Shirley Tong

Operations Central Director:

David Pezzanite

Operations South
Director:
Tricia Hennessy

Operations Postal Unit Manager: Linda Galic

Public Contact Team Director: Tom Newton (acting)

Chief Operating Officer Dermot Walsh

Definition

(EA - Jodie McCaskill)

Corporate Services Branch

Private Health Insurance Director: David McGregor

Finance, Property and Governance Director: Mat Ford

Information and Communication Technology Director: Paul McInemey

Communication Manager: Candice Beale

Human Resources Director: Hamish Millikan

People leading organisational renewal

- 1.Identifying and developing talent and future leaders
- 2. Succession planning
- 3.Accelerating the advancement of women



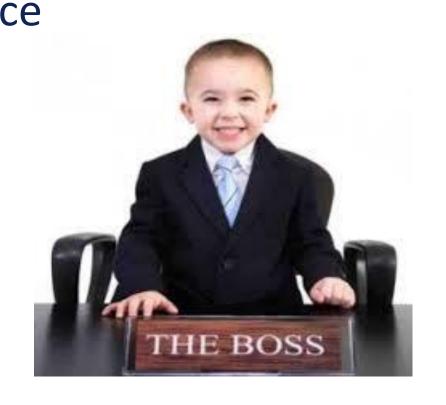
Talent management needs to be led by the business and supported by HR. If talent management is driven purely by HR processes, then it is only administrative.

Asia Pacific Leadership Development Practices Study Report



Identifying future leaders

High performance High potential Influence Supervision Aligned values **Optimism** Inspiration Desire to lead





Risk

Succession planning

Timing

Required development

Aspirations

Skills and experience



"

Succession planning and leadership development are natural allies because they share a vital and fundamental goal: getting the right skills in the right place.

Harvard Business Review, 'Developing your Leadership Pipeline'



Accelerating the advancement of women in leadership









Activity #2

With your table discuss and prepare a draft action plan for one of the following:

- Identifying/developing talent
- Succession planning
- Developing women In leadership

You will be asked to present your work to the group.





Thank you