



# Leading Organisational Renewal

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# 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.*

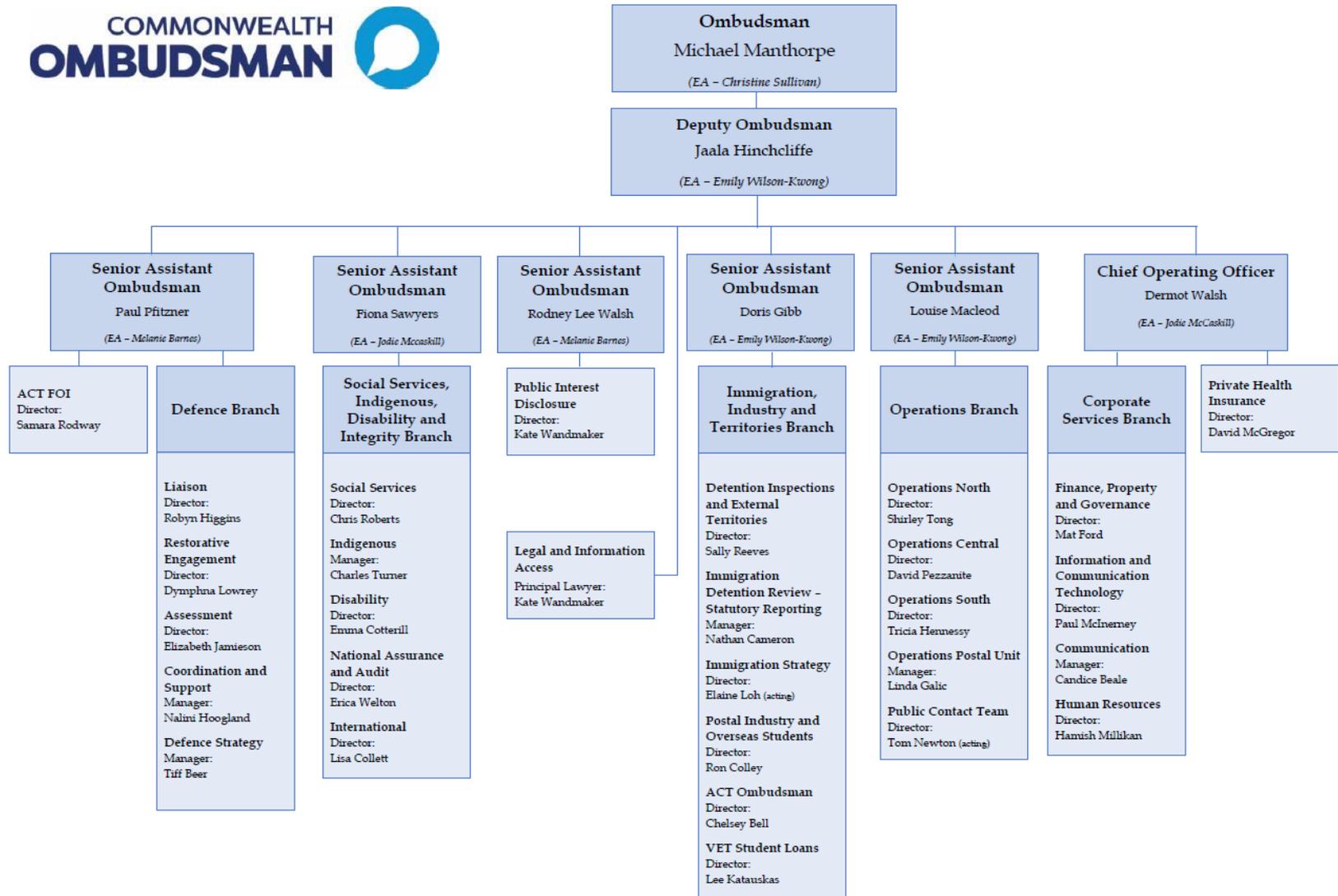
# What can our organisations improve?



# Commonwealth Ombudsman



# Organisational Structure



# 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



# Succession planning



“

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





Culture eats  
strategy for  
**breakfast!**

# 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**