

CULTURE, LEADERSHIP AND RISK

Presented by Phil Allison

A high-speed photograph of water droplets falling into a pool of water. The droplets are captured in mid-air, creating a series of concentric ripples that spread outwards. The background is a soft, out-of-focus grey, emphasizing the clarity and movement of the water.

WHAT IS CULTURE?

A high-speed photograph of water droplets falling into a pool, creating concentric ripples. The droplets are captured in mid-air, appearing as bright, reflective spheres. The background is a soft, out-of-focus grey.

WHAT IS CULTURE?

‘The way we do it here’



**WHAT IS
YOUR ROLE
IN CULTURE?**

To lead you need
to inspire others.



to inspire others.
requires a vision



But what is the
number one
outcome of an
inspiring leader?



COOPERATION

Cooperation
is not a new concept
for human beings

...just many workplaces.

The way of the village





WHAT MAKES A SUCCESSFUL VILLAGE SUCCESSFUL?

Agricultural era





Industrial era

MILITARY STRUCTURE

Command and Control



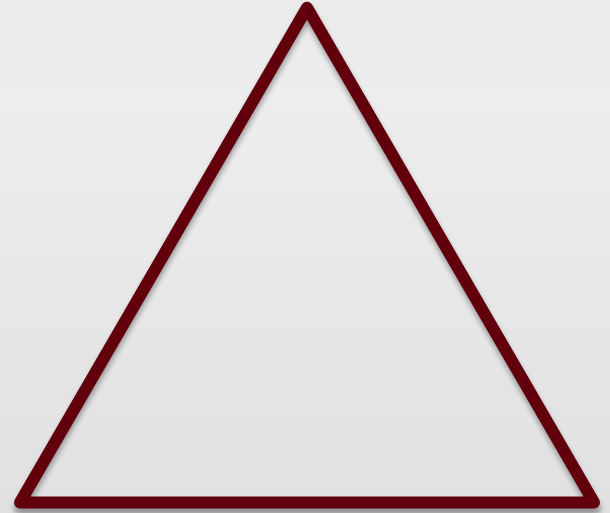
Command and Control

Work for pay

Transactional

Parent ↔ Child

Managed by Fear



What's changed? EverythingFAST.



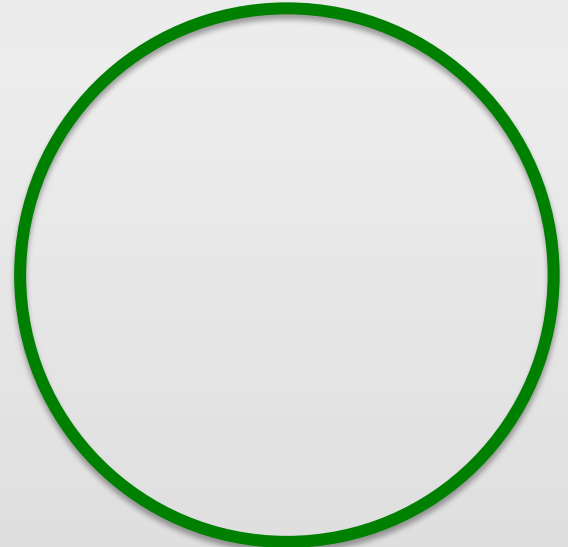
High Performance Teams

Care ⇔ Care

Engaging

Adult ⇔ Adult

Lead by Inspiration & Trust



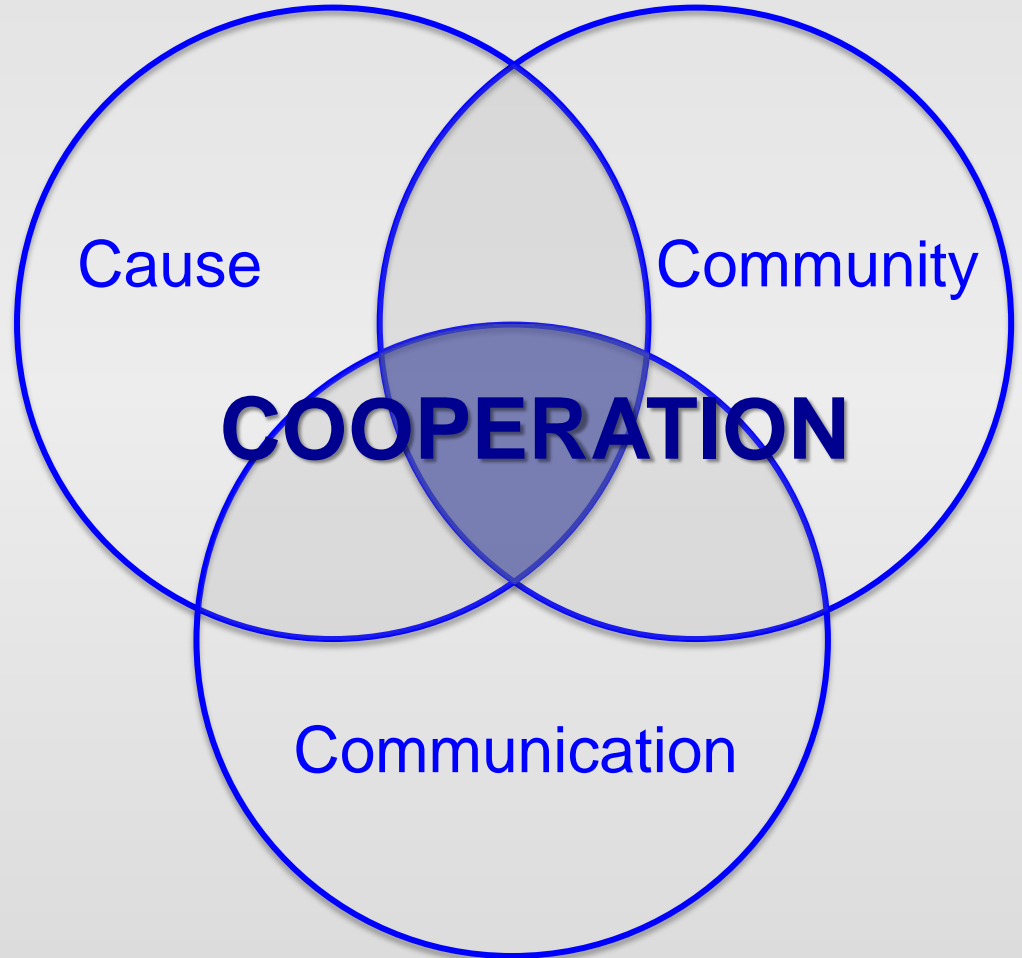
The way of the village

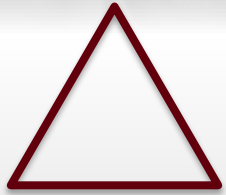


**WE ONLY SUCCEED
WHEN THE VILLAGE
SUCCEEDS.**

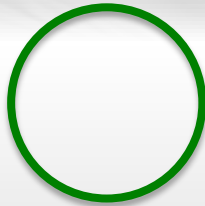
We call this...

Connected
Community
Culture

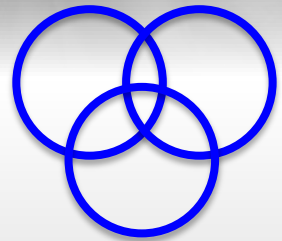




Command & Control
Culture



High Performance
Culture



Connected Community
Culture

A background image showing a group of business professionals in an office setting. In the foreground, a man in a light blue shirt and patterned tie is gesturing with his hands while speaking to a woman with short blonde hair and an older man with grey hair. In the background, another man in a white shirt is visible, also engaged in the conversation. The office has large windows in the background, letting in natural light.

This Creates ... A VALUES DRIVEN CULTURE

- Inspirational Leadership
- Trust in Colleagues
- Comfort Speaking Up
- Clear Expectations of Behaviours
- Inspect (Follow up)
- Regular Feedback
- Constant Recognition

The Strategy Ownership model

The FOCUS of
most leaders

STRATEGY

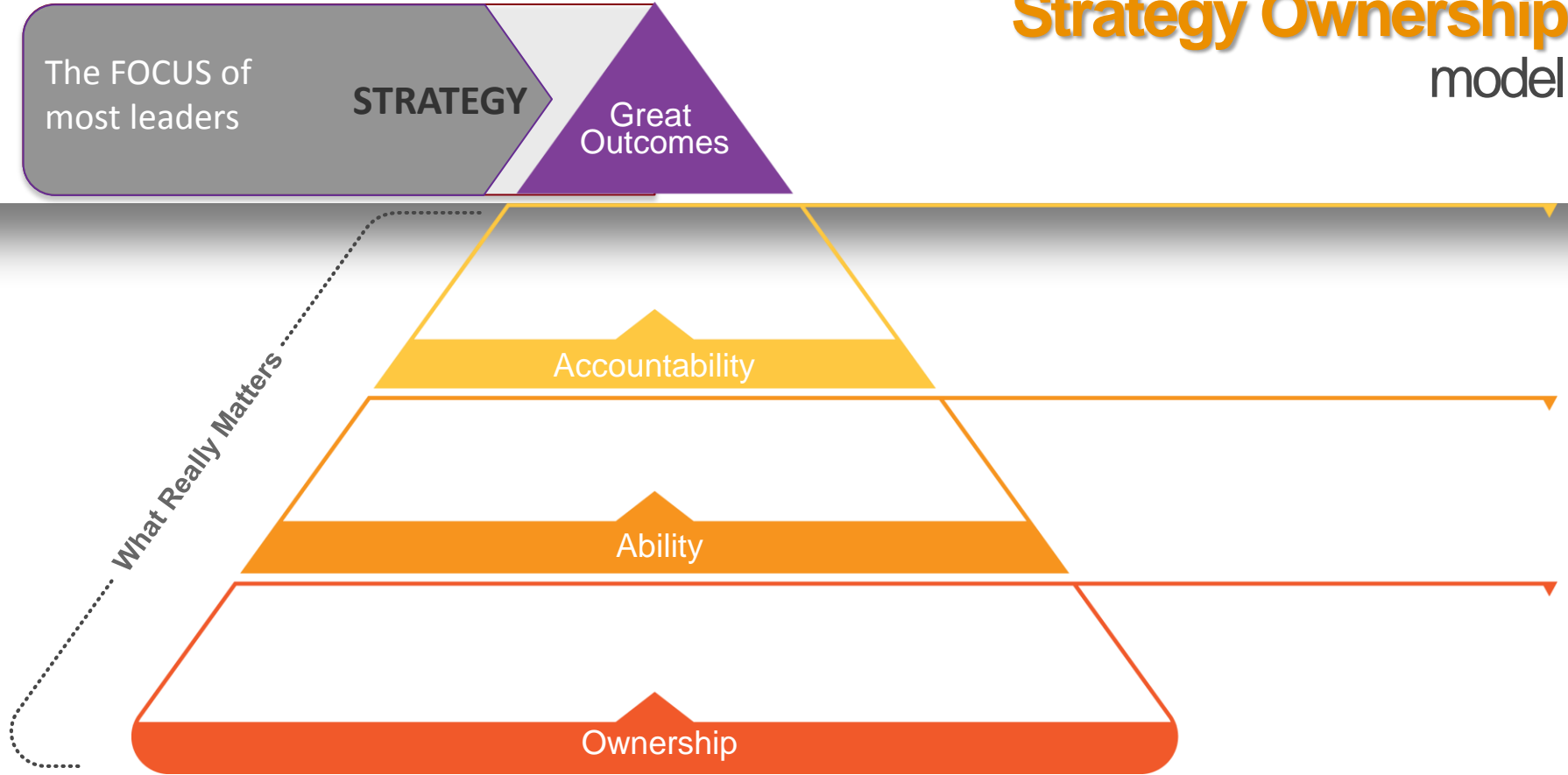
Great
Outcomes

Accountability

Ability

Ownership

What Really Matters



The Strategy Ownership model



The Strategy Ownership model



The Strategy Ownership model



The Strategy Ownership model

GREAT STRATEGY + RIGHT CULTURE =

Great
Outcomes

Progress

Recognition
Feedback

Review
Inspect

Accountability

Effectiveness

Knowledge & Skills
Tools & Infrastructure

Structure & Resources
Systems & Processes

Ability

Passion, Focus
& Clarity

Strategy Specific Behaviours
Aligned Objectives

Strategy
Purpose Vision & Principles

Ownership

What Really Matters
ALIGNED BEHAVIOUR

WHAT DOES THIS MEAN TO RISK ?

Risk management systems

- Lower compliance misconduct
- Improved risk detection
- Higher performing teams
- Better strategic management
- Improved business performance
- Greater discretionary effort



BEHAVIOURS.
Things we always do



SYMBOLS.
Things we always see



RITUALS
Things we always do together





WHAT HAVE WE COVERED?

- CULTURE
- YOUR ROLE AS A LEADER
- GETTING BACK TO THE VILLAGE
- COOPERATION
- STRATEGY OWNERSHIP
- HOW IT IMPACTS RISK
- SSBSR

Thank you.

Phil Allison