



CULTURE TALK

THE VOICE OF OUR PEOPLE

CULTURE FACTS

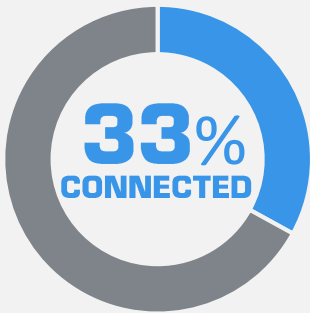
From May to August 2015 (3 months data gathering)

58 PARTICIPANTS	SYD	AUK	MAS
Focus Groups	13	9	4
1on1 session	19	7	6
Total	58		

58 AE -SAE 20 AM -SAM 20 AD +

THE 5 DRIVERS OF ENGAGEMENT & HAPPINESS:

1. OUR WORK



STRATEGY

4 reasons why they didn't connect:

- Need specific owners
- Lack of commitment to one specific pillar
- Need a clear link with people's objectives
- More follow up and formal discussion

WORK LIFE INTEGRATION IS WELL ESTABLISHED, WHY?



Trusted from both sides



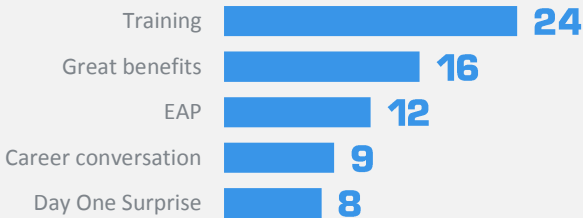
Flexible working hours



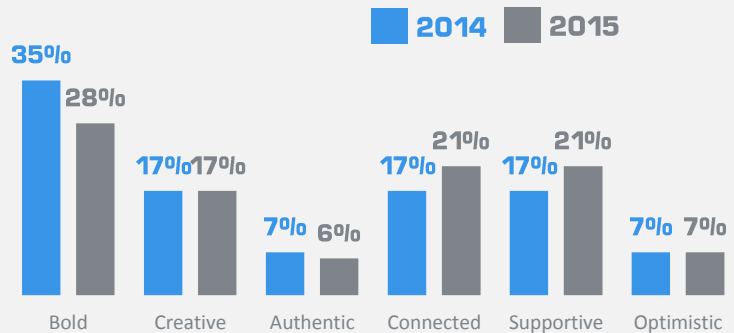
Option to work from home

2. OUR COMPANY PRACTICES

TOP 5 HR INITIATIVES THAT IMPACTED YOU:



OUR VALUES, WHAT YOU FOCUSED ON MORE...



3. ABC BRAND WHAT MAKES ABC UNIQUE?

Our great people + ideas + expertise + client

60% OF YOU FEEL WE HAVE:



- Transparent & trustworthy environment
- Collaborative culture
- Social focus with great people

40% BENEFITS OF BEING:



- Global + Local = Glocal
- Flexible work practices
- Positive teamwork and empowerment

35% OF YOU THINK WE HAVE:



- Exponential knowledge and solutions
- Strong company history/heritage
- Wide range of clients

4. OUR LEADERSHIP

WHAT OUR LEADERS NEED FOR TOMORROW:

Top Priorities

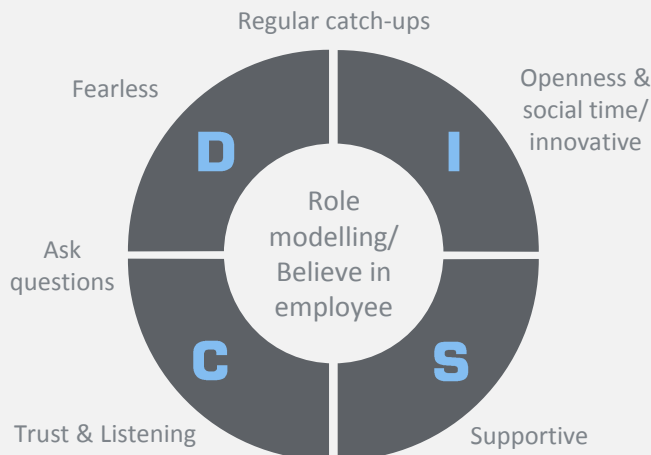
- 1 Inspiring – Resilient – Different thinking
- 2 Connected – Business acumen - Creative
- 3 Supportive – Engaged - Consultant

RELATIONSHIP WITH YOUR MANAGER MEANS:

“Has a understanding of the manager/employee’s personal situation and outside interests and activities.”

WHAT SUPPORTS THIS CONNECTION?

MAGIC FORMULA = Genuine interest + Being Inspired



5. PERFORMANCE YOUR BEST DEVELOPMENT IDEAS THAT HELP YOU GROW

LEARNING ACTIVITY BREAKDOWN

- New role challenges with strong tangible experience
- Owning projects
- Building relationships with clients
- Creating new processes
- Being pushed out of the comfort zone

70%

- Having a buddy
- Learning from clients
- Monthly catch ups
- Get instant feedback from seniors

20%

- Negotiation, Presentation skills and Leading with Greenworks

35%

WHAT DOES A MEANINGFUL RECOGNITION MEAN TO YOU?

60% SOMETHING PERSONAL:



- Email including manager
- On the spot feedback
- One on one authentic conversation

35% A PUBLIC BROADCAST:



- Exposure to senior team
- Celebrating with the team
- Promotion

CULTURE TALK CONTINUES TO EVOLVE



2013

What are the HR Services



2014

Bring our values to life



2015

Engagement drivers and happiness