



Restore & Thrive

OPERATION PLANET ARC (OPARC)

Inspiring change by linking planning and communication throughout the organisation and role modelling the change we all want to see.



Why does Council Exist?

We exist as a service provider charged with the responsibilities of improving the livability of our region.



Long Term Purpose

Together, proud to deliver to the highest possible standards for ARC in all we do.



Visionary Goal

As a result of having a high performing team, by January 2023 we will be connected across the organisation with aligned priorities.



Values & behaviours



Inclusion

	SUPPORTING	UNSUPPORTING
BEHAVIOURS	Actively valuing the views of everyone, regardless of title	Not showing value or respect for others' views
	Encouraging and providing opportunities for all staff to be involved in decision making	Making decisions in a closed group (exec, councillors, managers)
	Creating a culture where it is safe to be different/ share opposing ideas	Not sharing, inviting or considering differing, original or innovative ideas



Wellbeing

	SUPPORTING	UNSUPPORTING
BEHAVIOURS	Managing workplaces and expectations so they are conducive to wellbeing	Ignoring signs of distress/ pressure of others
	Supporting colleagues in good times and bad	Discouraging open dialogue
	Timely recognition of service and celebration of wins as an organisation	Inflexible with managing home/work demands



Transparency

	SUPPORTING	UNSUPPORTING
BEHAVIOURS	Providing the same level of information to all in a timely manner, via all appropriate channels	Making certain information only available to some (hierarchical)
	Explaining our decisions and answering questions (door always open)	Not explaining decisions and not answering questions (closed door policy)
	Creating processes and an environment for everyone to give feedback in a safe way	Not encouraging feedback and singling out those who do provide feedback/suggestions



Commitment

	SUPPORTING	UNSUPPORTING
BEHAVIOURS	Holding ourselves and each other to account – doing what we say we will do, and only committing to what we reasonably <i>can</i> do	Unbalanced reporting of project and operational challenges
	Assessing ARC's performance on agreed benchmarks/KPI's	Departments and staff being too internally focused and not considering the broader organisation
	Regularly (monthly) sharing progress with each other/the organisation	Not meeting budget or operational targets.



Strategic Aspirations and Initiatives



1. Our people are well and enabled – right people for the job

- We will ensure our people know what their contribution is
- We will secure a sustainable organisation structure that aligns with our priorities
- We will embed a culture with a focus on wellbeing

Initiatives:

- 1a Define KPI's and PD's, including values and expectations of roles at Council
- 1b Build strong recruitment and on boarding processes
- 1c Determine organisational priorities, communicate and consult with key stakeholders and staff
- 1d Promote social connection between staff and teams
- 1e Celebrate the wins with consistency across the organisation.



2. We have the right balance of work commitments and resources and they match our priorities

- We will have a strategic approach to assessing projects
- We will educate and communicate capacity and capability to meet realistic goals/outcomes
- We will ensure more efficient use of resources and technology

Initiatives:

- 2a Project Management Framework
- 2b Council Report Card
- 2c Staff training on use of existing systems
- 2d Realistic Community Strategic Plan



3. We capture the hearts and minds of our community so they understand and embrace the work required to rebuild our reputation and contribution of ARC

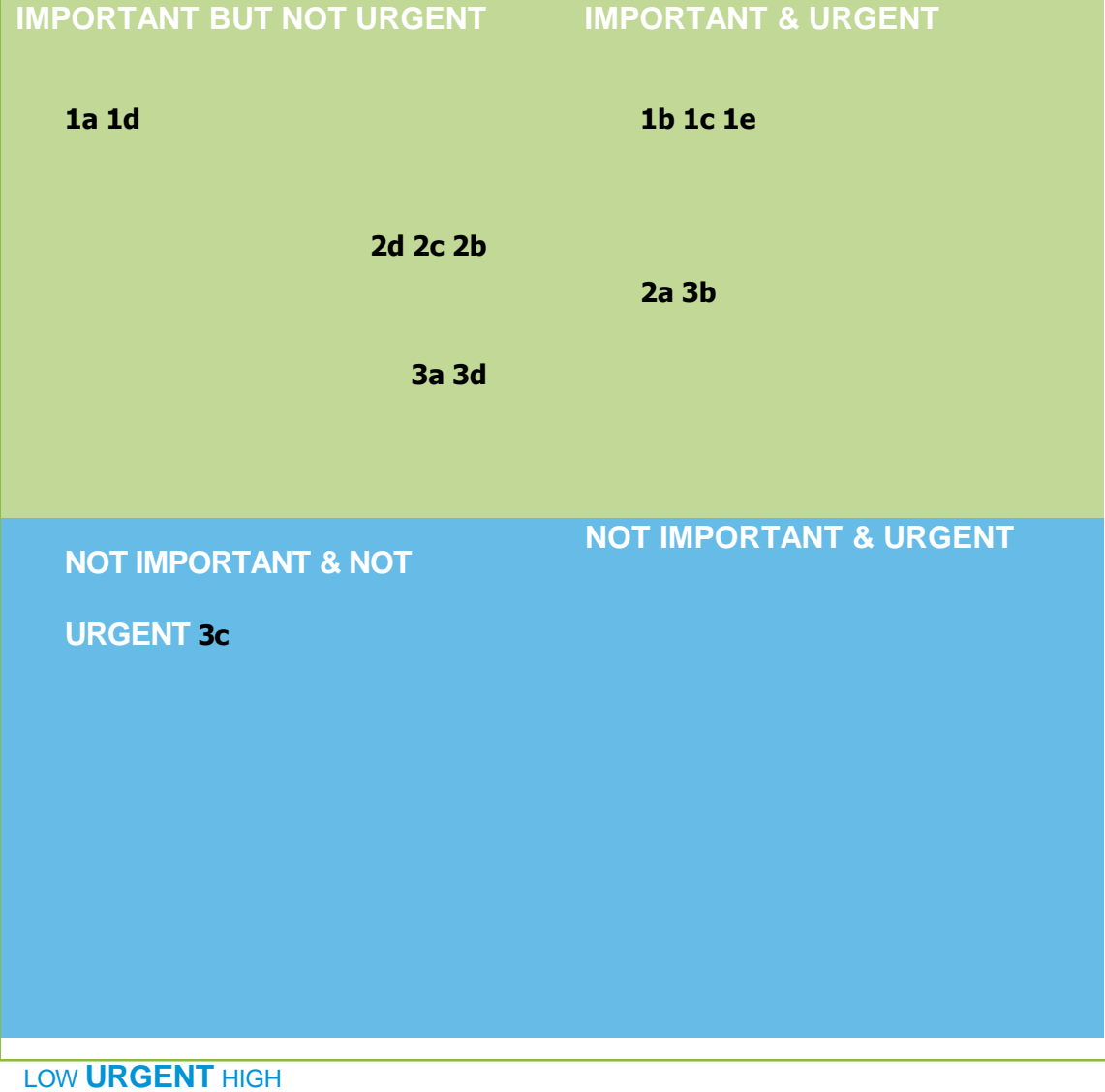
- We will get people and the community inside the change/challenge/solutions
- We will improve the awareness in the community of what we do in the community
- We will connect with the community to humanise our teams

Initiatives:

- 3a Players profile – a day in the life of
- 3b Where does ARC spend money/time? What is impact locally?
- 3c What if ARC is not here?
- 3d Good news stories of our regions prosperity



Prioritising Initiatives



Focus Initiatives – Urgent and Important

- 1b Build strong recruitment and on boarding processes
- 1c Determine organisational priorities, communicate and consult with key stakeholders and staff
- 1e Celebrate the wins with consistency across the organisation
- 2a Project Management Framework
- 3b Where does ARC spend money/time. What is impact locally.