

# TAKING CARE OF BUSINESS

Virtual Roundtable Dialogue  
25<sup>th</sup> August 2020



# How we will spend our time together today

01

## LET'S RECONNECT

Welcome, reconnection with each other and this topic

02

## EXPERT INPUT

A deep dive into the relevance of Culture and Leadership (Ralf Schneider). Ralf and Dr John Briffa will then take us through the elements on how to build a resilient culture with specific examples.

03

## DIALOGUE

Open dialogue and exploration

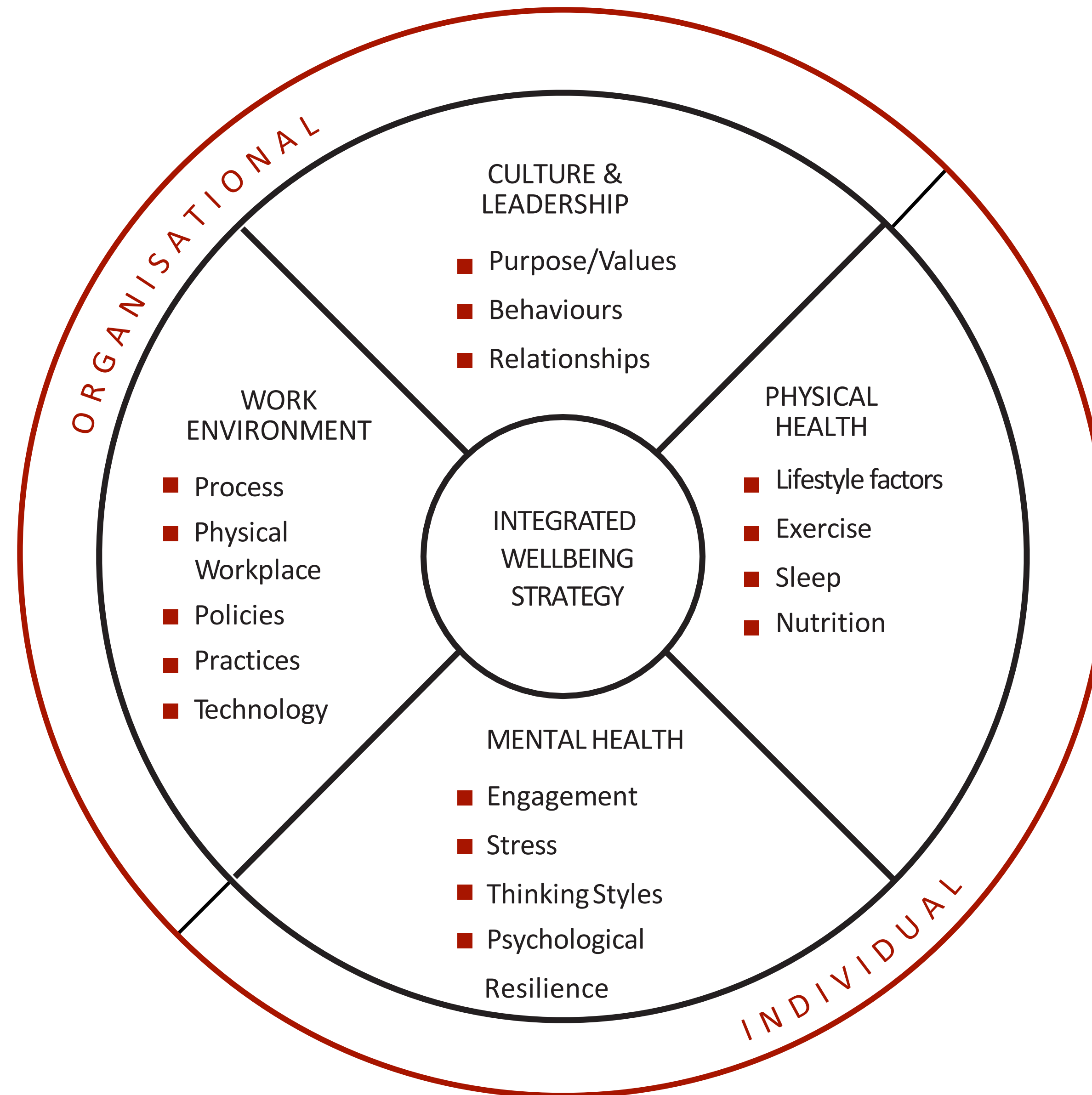
04

## CLOSING

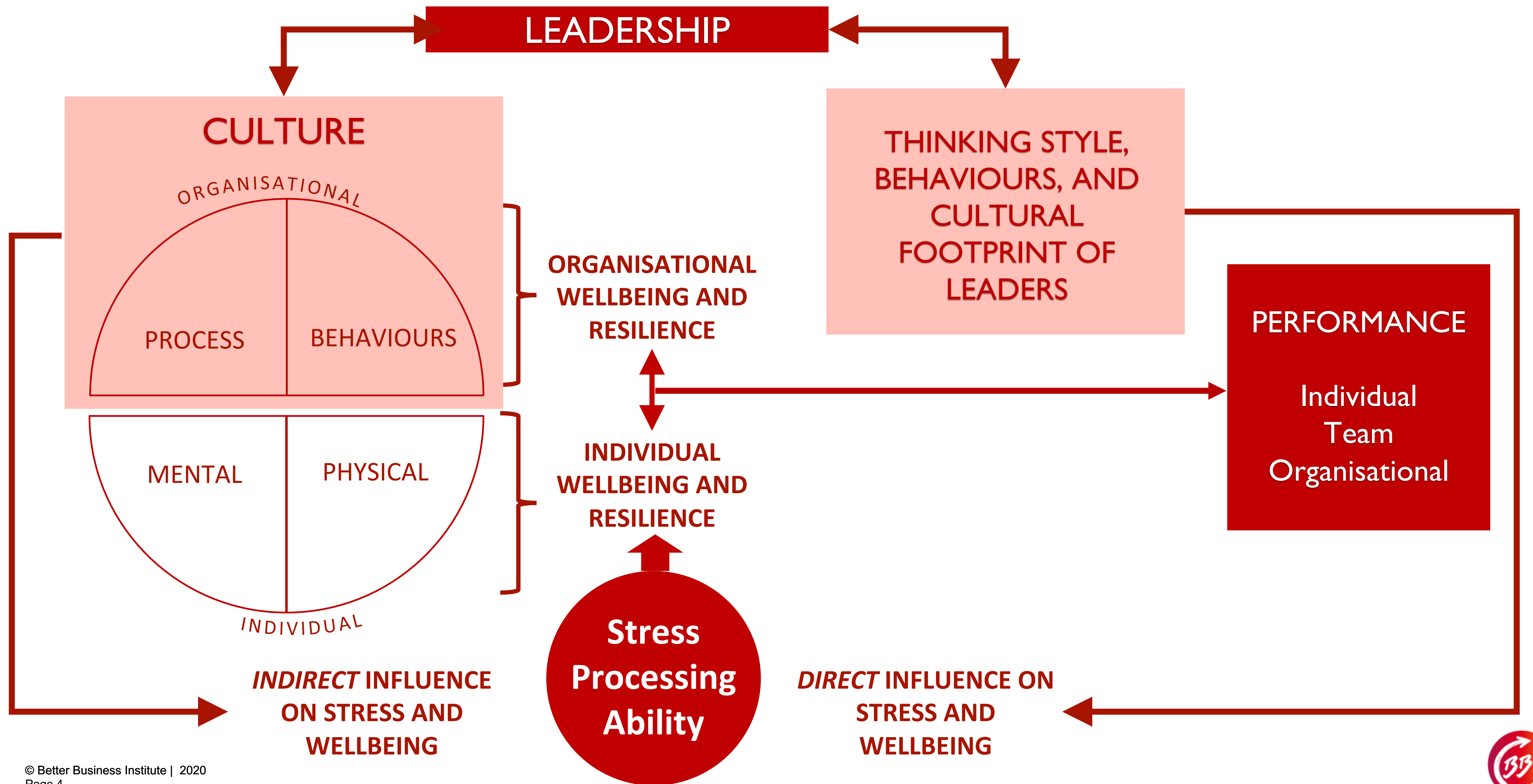
Summary and next steps



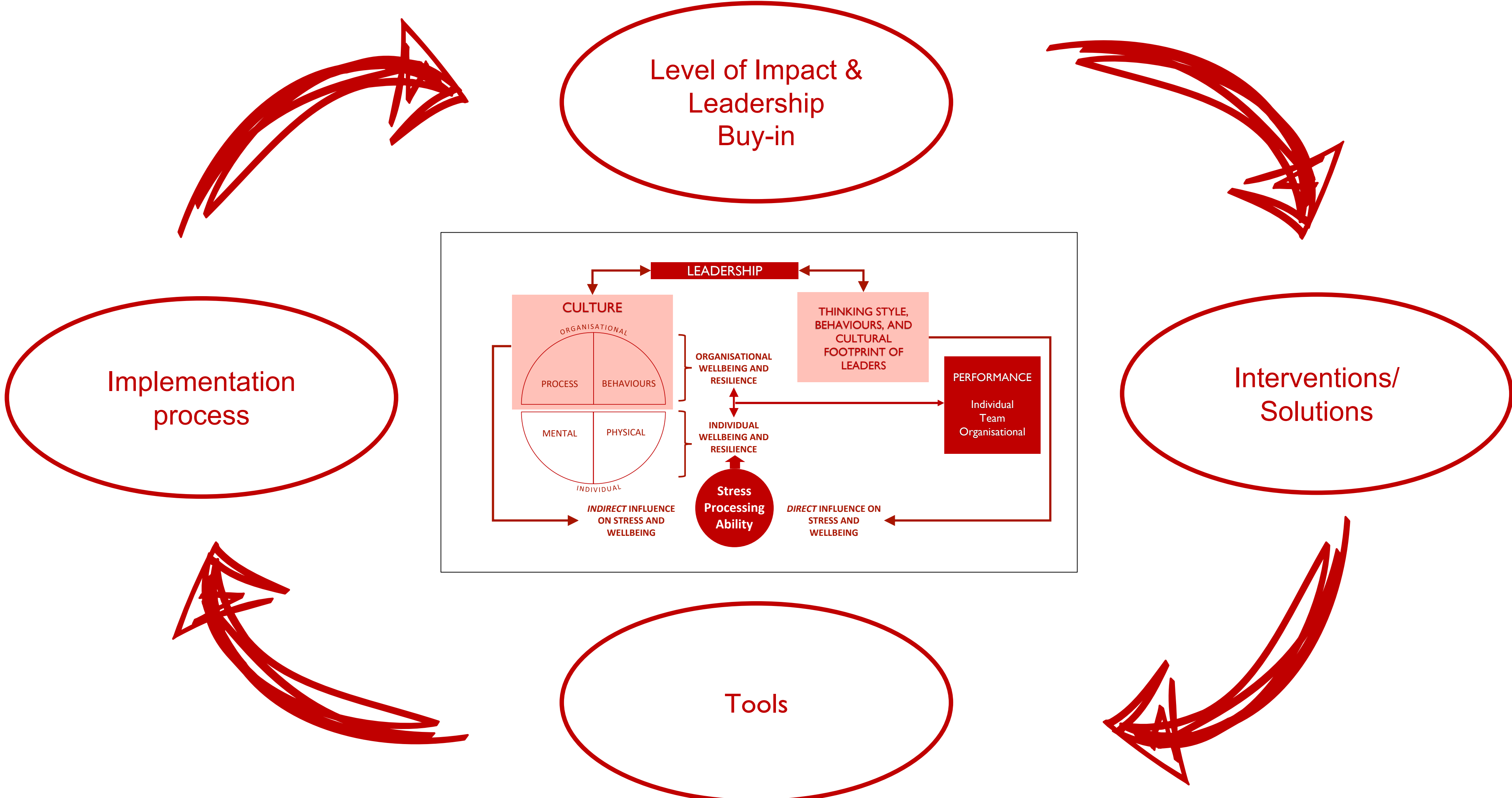
# A HOLISTIC APPROACH TO HEALTHY HIGH PERFORMANCE



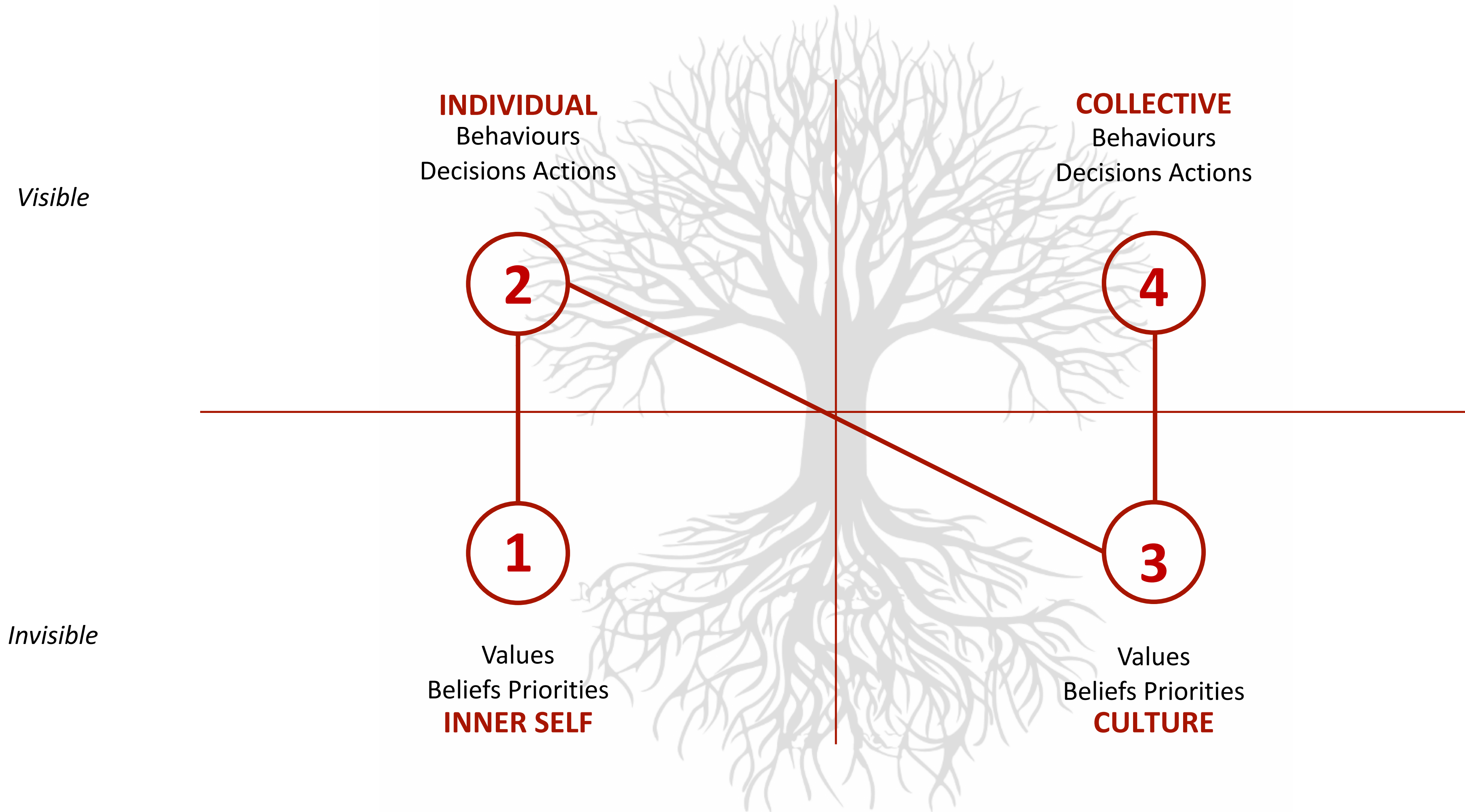
# BUILDING A RESILIENT CULTURE – WELLBEING IN CONTEXT



# BUILDING A RESILIENT CULTURE – WELLBEING IN CONTEXT



# HOW LEADERS SHAPE CULTURE TO CULTURE



# CONNECTION TO CULTURE

*Visible*



*Invisible*

**INDIVIDUAL**  
Behaviours  
Decisions Actions

**COLLECTIVE**  
Behaviours  
Decisions Actions

2

4

1

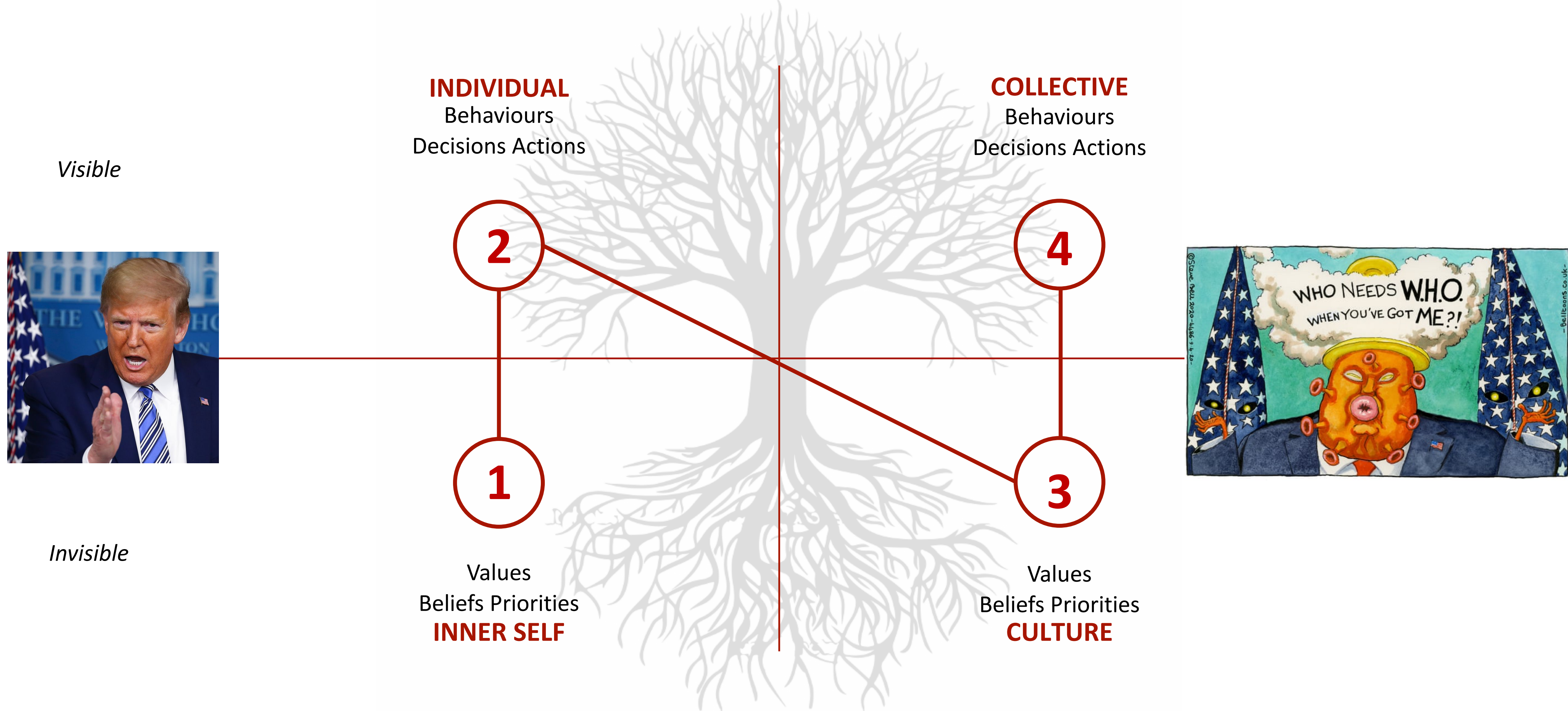
3

Values  
Beliefs Priorities  
**INNER SELF**

Values  
Beliefs Priorities  
**CULTURE**

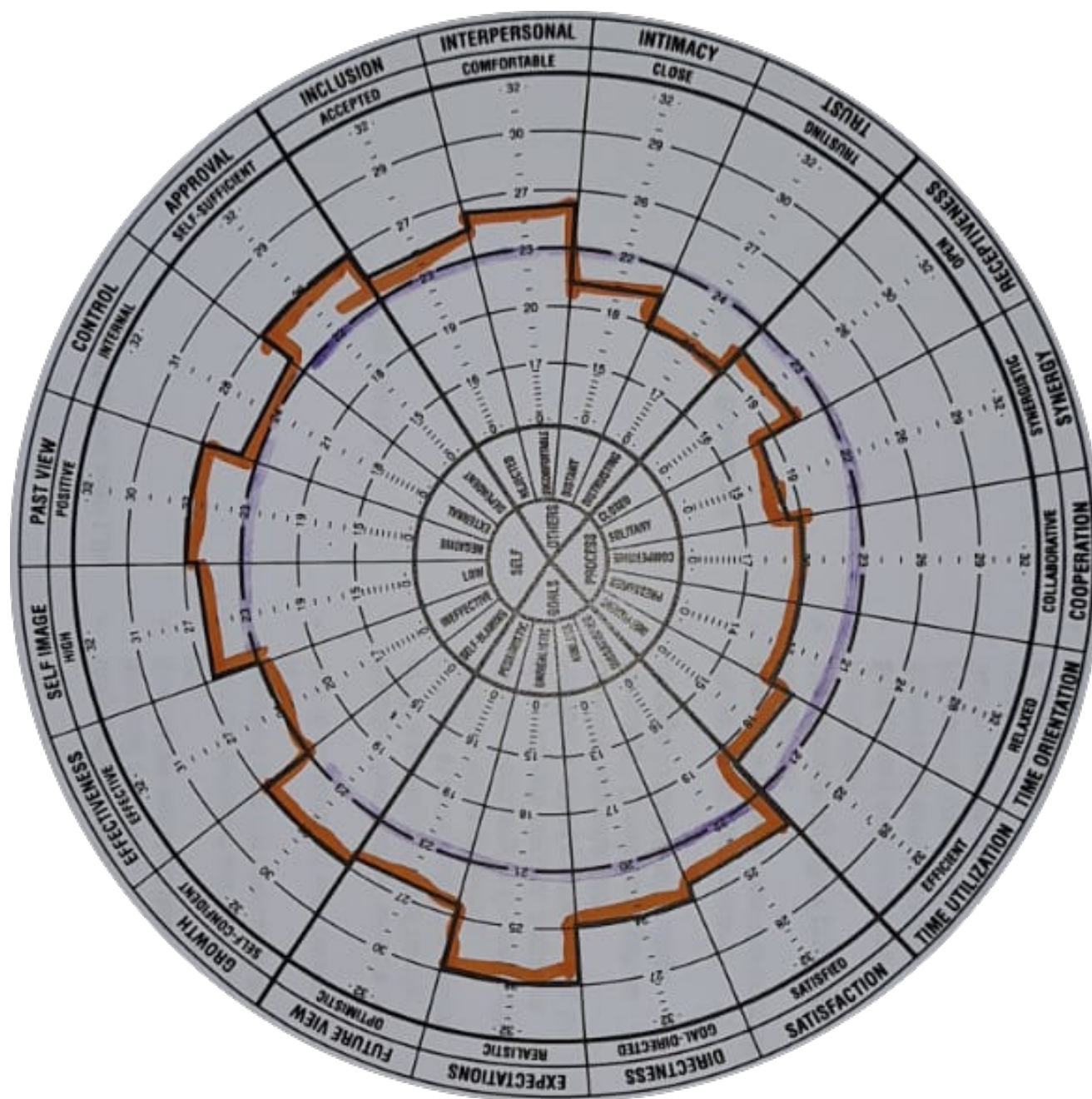


# HOW LEADERS SHAPE CULTURE

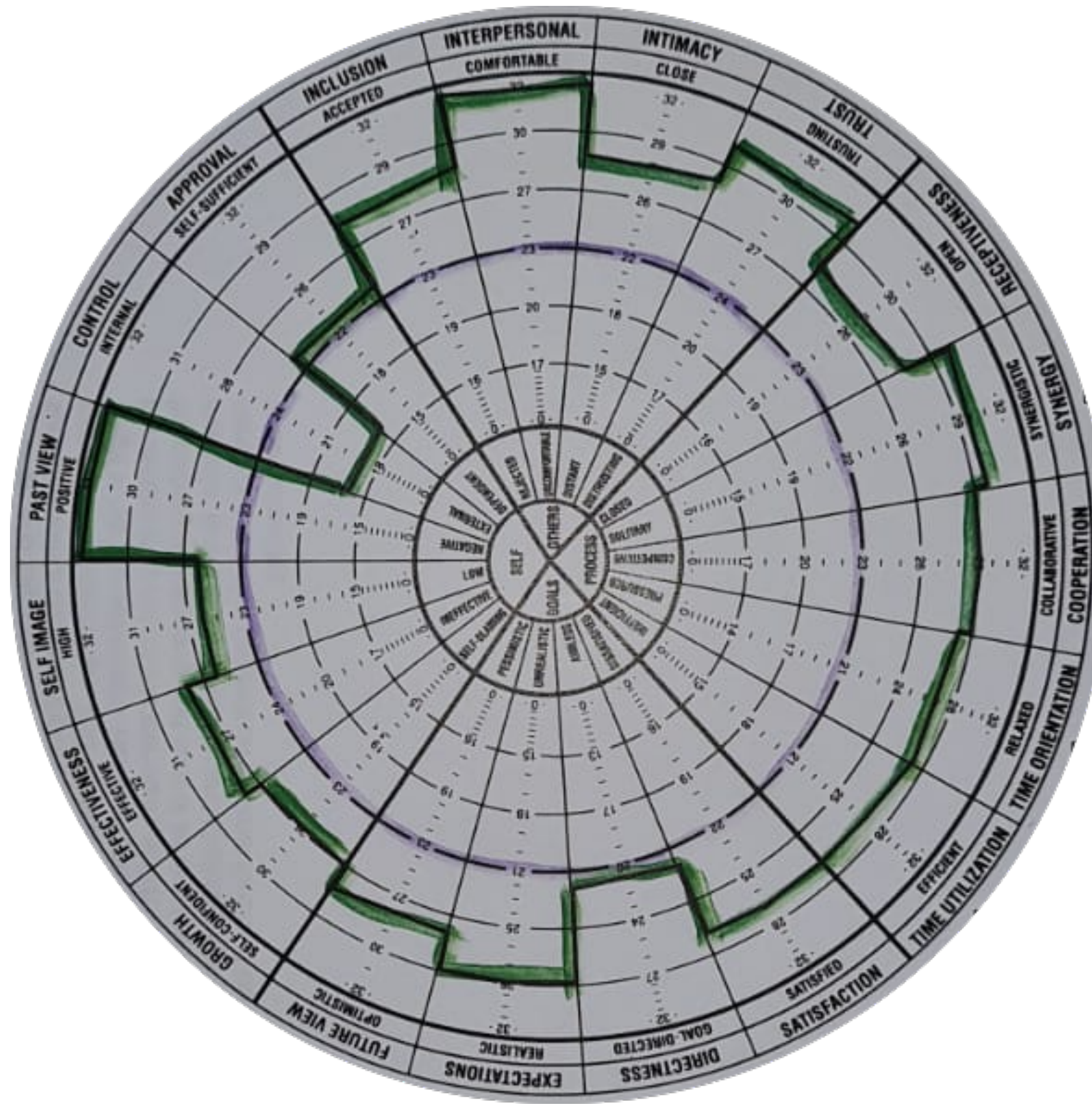




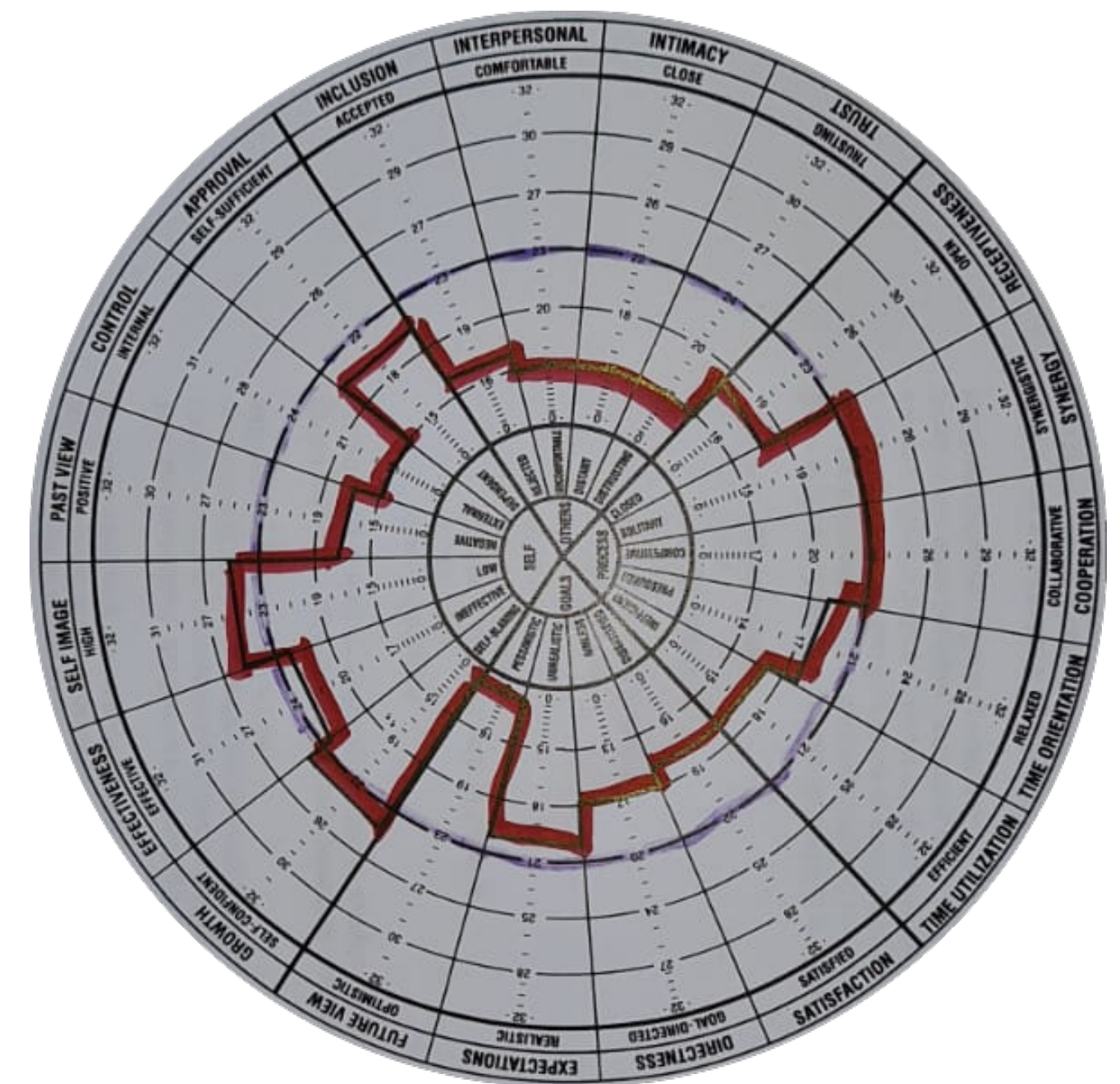
# STRESS PROFILES ARE BASED ON DIFFERENT THINKING STYLES THEY CAN BE MEASURED AND DEVELOPED



DEVELOPING STRESS



HEALTHY APPROACH TO STRESS



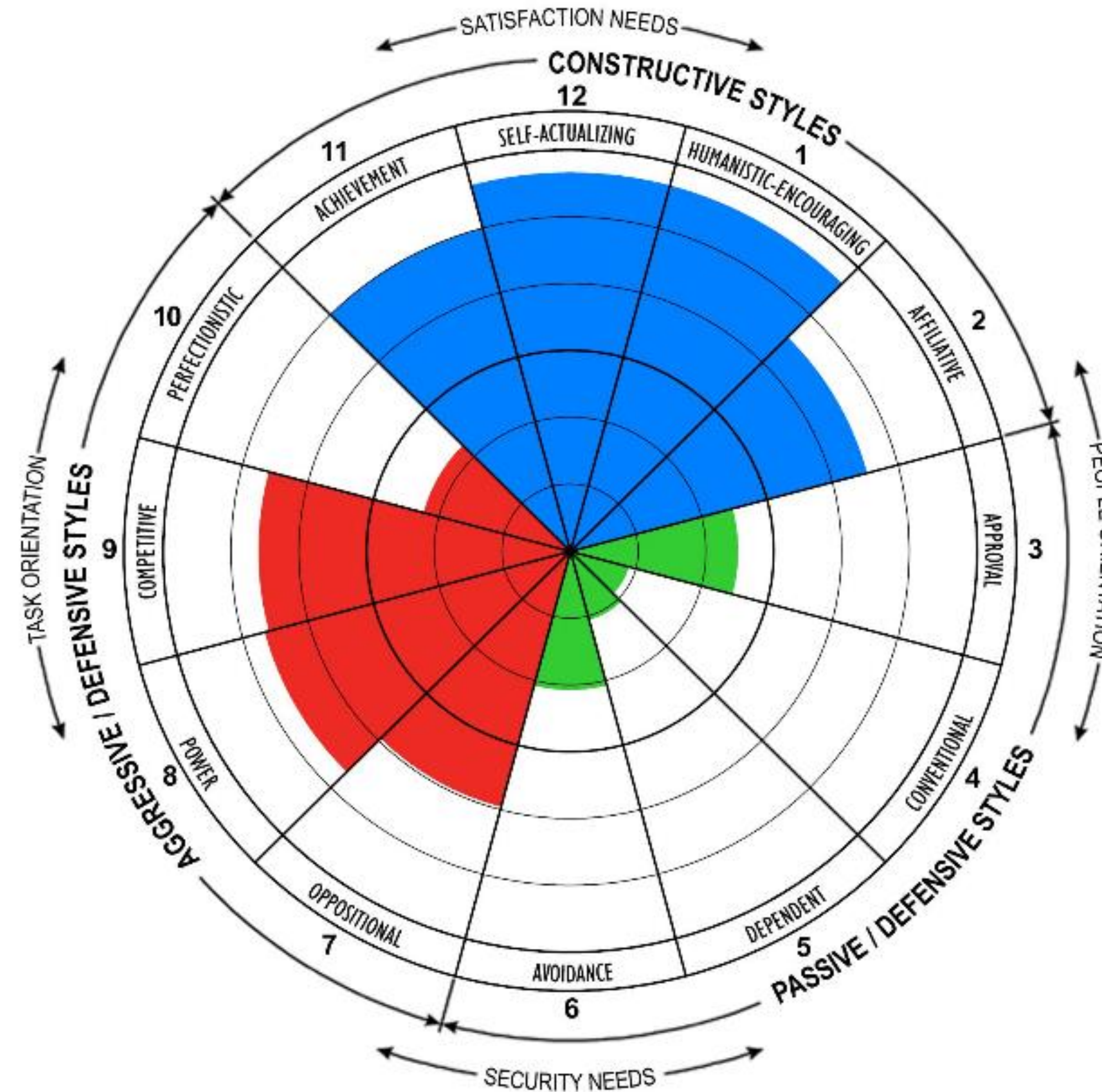
EXPERIENCING STRESS

Examples of Stress Profiles  
*Individual identity removed*



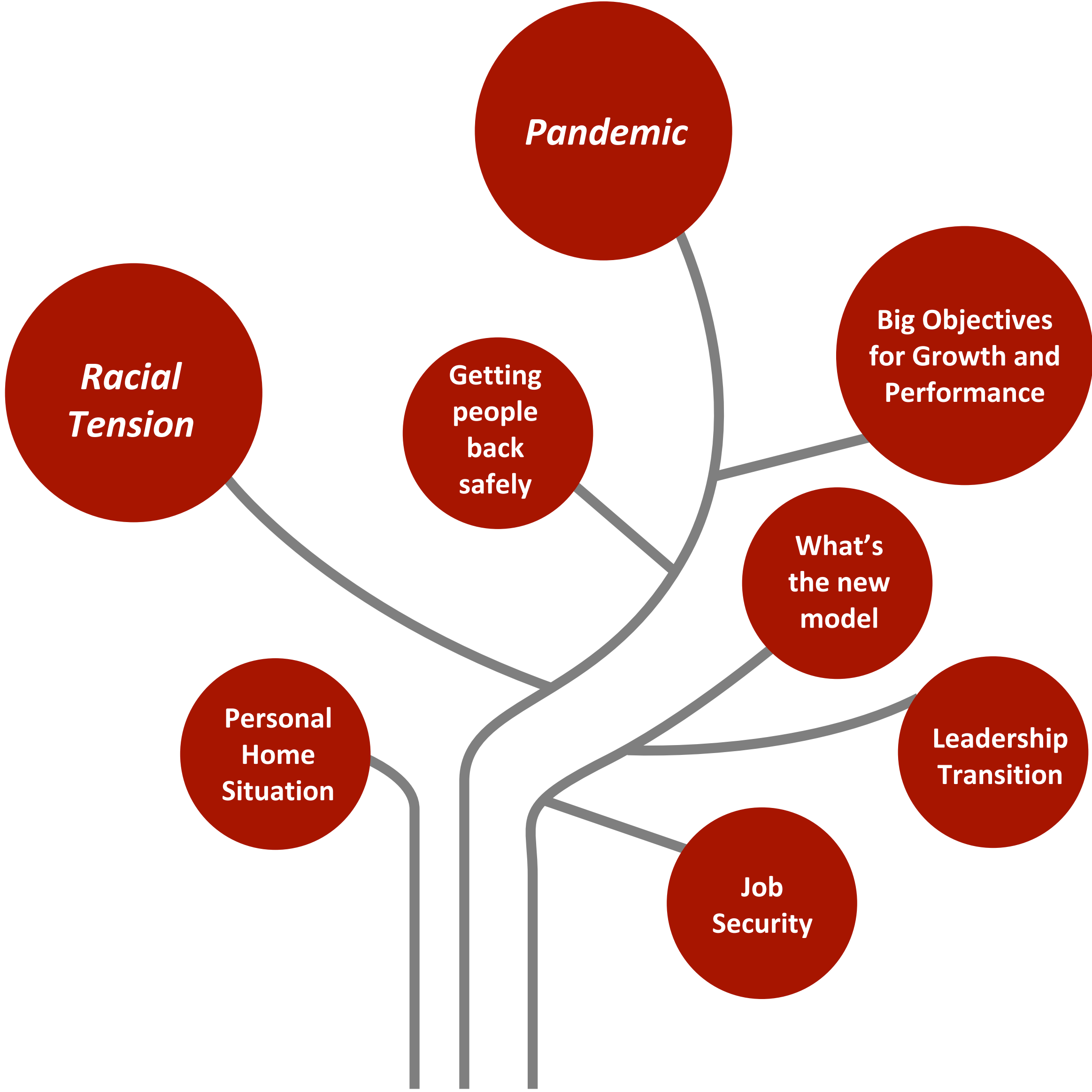
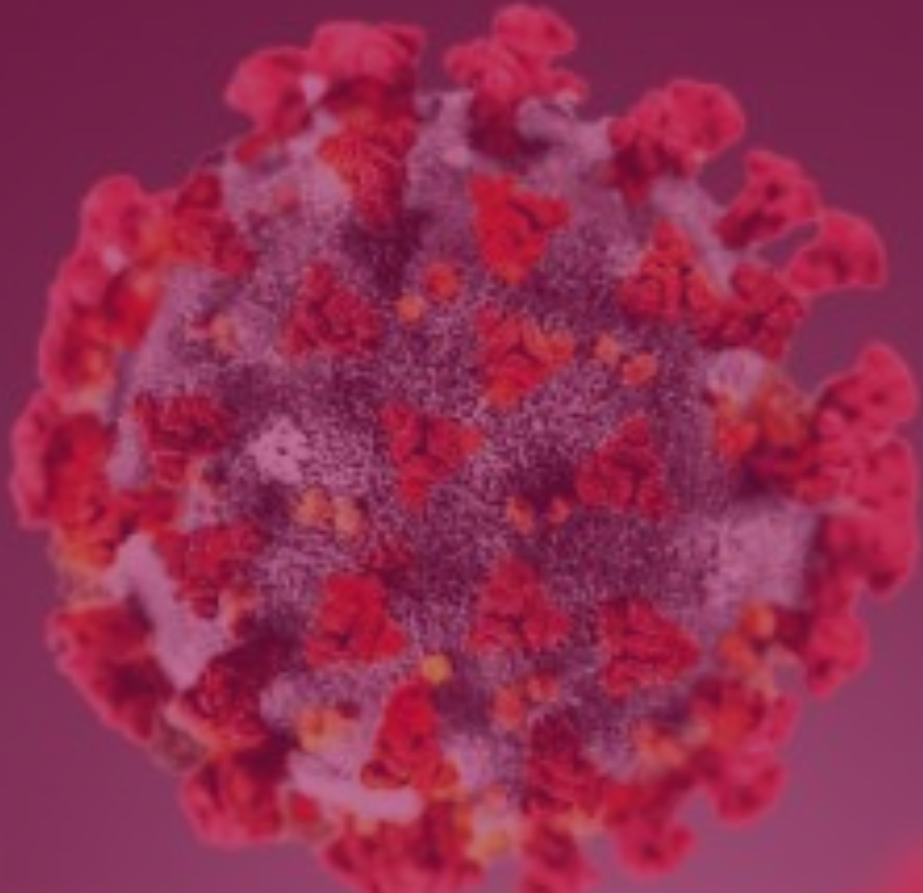
# CURRENT CULTURE PROFILE

*SIMILARLY, ORGANISATIONAL CULTURE CAN BE MEASURED AND DEVELOPED*



# APPENDIX

# Shared Context



THEMES FROM INTERVIEWS



# EXAMPLE THEMES FROM INTERVIEWS

Focus	Example	Explore	Future
<p>Mental wellbeing is top of mind</p> <p>Seen as #1 potential disrupter of culture</p>	<p>Special leave programmes</p> <p>Virtual summer camp for kids</p> <p>Healthy habits and physical health challenges supported by apps and nudges</p>	<p>Real science and data</p> <p>Link to culture</p>	<p>Future of work model</p> <p>Long-term impact of remote work on collaboration/innovation/culture</p>
<p>Doing the right thing</p> <p>Provide safety and job security in the crisis</p>	<p>Full suite of employee assistance</p> <p>Family friendly as global proposition</p>	<p>How to change the mindset and increase usage of wellbeing support offered</p> <p>What's the right split of accountability for personal resilience</p>	<p>Keeping trust in the team during isolation</p> <p>Align on a new model and capture the opportunity</p> <p>Definition of performance (physical presence/contribution)</p>
<p>Turbo-charge the existing plan for mental and physical wellbeing</p>	<p>Training on mental health detection and peer support with focus on stress/depression/anxiety</p> <p>Vitality woven into fabric of many offsites and retreats</p>	<p>How is wellbeing support changing post COVID</p>	<p>What's the duty of care in a post COVID world</p> <p>What is the right balance between self-regulation and prescription</p>

