

IF CULTURE IS THE ANSWER, WHAT IS THE QUESTION?



16th AUSTRALIAN CONFERENCE
on Culture & Leadership / 2014



KEYNOTE SPEAKERS



Vice Admiral Tim Barrett,
Chief of Navy, Royal Australian Navy
Commander Grant Dale,
Director, Navy Leadership and Ethics,
Royal Australian Navy

Steering Navy on a New Course – New Generation Navy

Chief of Navy, Vice Admiral Tim Barrett and Director Navy Leadership and Ethics, Commander Grant Dale, will share the excitement of the New Generation Navy programme and the challenges of shaping a culture that is reflective of organisational and community values, and aligned to corporate strategy.

This is a story of **renewal**, profound change and the challenge of maintaining a 'command' structure while providing genuine motivating leadership and building a culture where individuals and groups can achieve their full potential so the Navy can achieve its Mission to Fight and Win at Sea.



Todd Saunders,
General Manager - Australia,
Sanitarium Health and Wellbeing

The Perfect Storm

The battle for your breakfast dollar is a fierce and cut throat business. Unfortunately, 116 years of history and tradition are afforded scant regard; the ability to innovate and be creative now being the more important ingredients for success.

In 2013, iconic Australian organisation Sanitarium was facing unprecedented pressures. With rising commodity prices, aggressive new entrants to the market, a competitive retail landscape, a decline in cereal market size and changing consumer preferences, new thinking was vital.

Sanitarium's Australian General Manager, Todd Saunders, will present a story of **adaptation**. Todd will share the Sanitarium journey of maintaining leadership integrity, of speed to market and the value of a Constructive Culture in the face of the 'perfect storm'.



Kim Schmidt,
Director People & Culture, Grant Thornton
Ian Herman, National Managing Partner,
Strategic Performance & Engagement,
Grant Thornton

Growth Instinct

Director of People & Culture, Kim Schmidt and National Managing Partner, Strategic Performance & Engagement, Ian Herman, will share the Grant Thornton journey of organisation transformation. Unified as a national firm and with significant growth achieved through mergers, one doubling the size of its two major offices overnight, Grant Thornton became the leading national mid-tier accounting and advisory firm. Fuelled by 'an instinct for growth' it all made perfect sense on paper. The challenge was integrating and aligning a large and diverse Partnership group and a collection of state based offices - each with its own particular culture. They will share their journey to empower and engage the leaders in a climate of rapid change and new strategic direction. They will share some of the pitfalls, lessons learned and ultimately the achievements gained along the way. This is a story of integration and the creation of one firm with one direction, of realising value and ultimately of the **growth** achieved through placing Leadership and Culture at the very centre of everything done. Empowering people so they can achieve the very best results for their clients.

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