



Women in Planning Network Address

Culture: How to make change

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2023 Women in Planning WA Award Winner

Culture:

Defining culture

An **organisation's culture** defines 'how things are done' – it is dynamic, and **lives and breathes** in the individuals that share that environment. It is **expressed through shared beliefs**, learned employee behaviours, implicit **norms** and **unspoken rules** of engagement. It is seen in rituals and routines and **heard through shared language, values and stories**

Culture: Why culture

“A culture is employees’ shared beliefs about the rules of survival and emotional prosperity”

(STAN SLAP, 2015)

Unlike profit and loss, culture is difficult to measure and track. Regardless your organisation’s culture is impacting your business performance with the power to make or break any strategic plan.

start small ...and think big



Having a
voice



Giving
things a go



Experimental
and learning



Accepting it's not
always perfect

What would happen if you... Say what you think

Ownership everywhere at all levels

- Own it – it's yours to take
- Construct the future, together
- Create impact, drive the outcome

Think bigger and bolder

- Think bigger and bolder
- Experiment, fail, try again
- Stay hungry, be ambitious

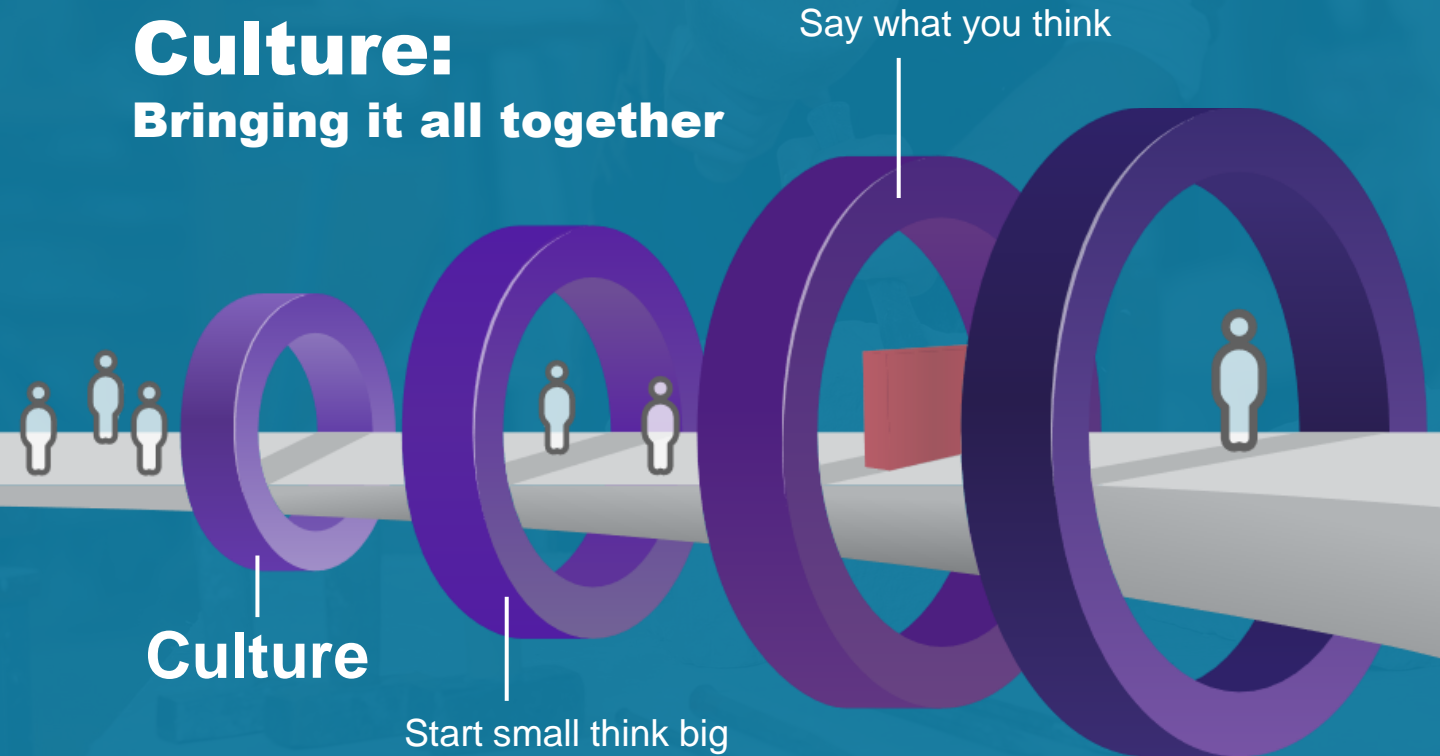
Challenge the status quo

- Challenge the status quo
- Remove the red tape
- Be courageous – stretch yourself

Culture:
Culture of change

CHALLENGE WITH CARE

Culture: Bringing it all together



- Strategy
- Organisational goals
- Diversity
- Digital transformation
- Planning reform

Culture:

Your role in creating change

- What do you value?
- Reflect on your own behaviour- What do you shine a light on?
- Identify what you could do differently to shift the culture
- How can you start small and think big
- Starting conversations to say what you think