



CHANGE DISRUPTION

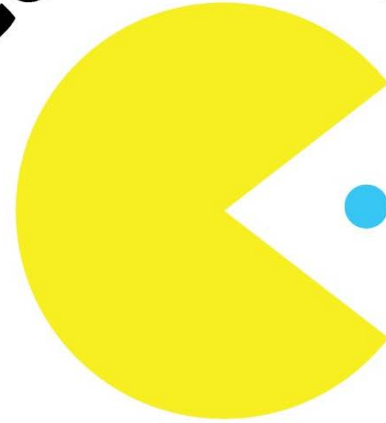
Culture Change: Building a future ready public sector
Institute of Public Administration Australia WA
10 November 2015
Susanne Martins



Challenge

CULTURE!

**Values
Leadership**



= Performance

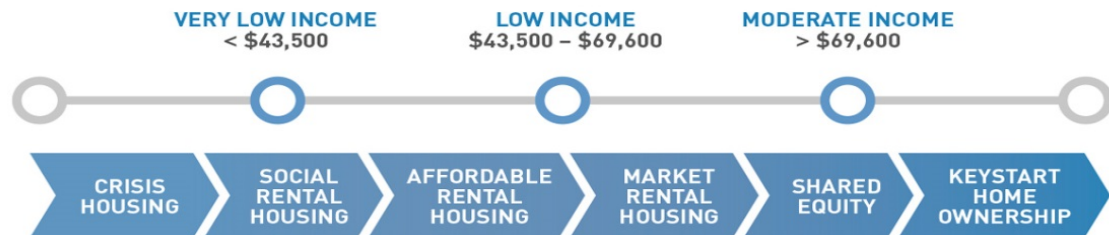
Peter Drucker

Sense of Urgency





Vision: Opening Doors



Emergency and Transitional Housing

Some Eastside providers include: Hopelink, Congregations for the Homeless, LifeWire, and Friends of Youth



Affordable Rental Housing

Imagine Housing



Affordable Home Ownership

Habitat for Humanity of East King County and some for-profit housing developers

Type of Change

Incremental Change



Modification Change



Transform



Principles and Coalition

Growth



Pathways



Develop Sector



Capability



Transform - Empower Action

Structure

Leadership

Systems / Processes

Governance

Structural Capability

Support

Think

Build

Deliver

Transform

Leadership Capability

**Values based
Leadership**

Increased Skills



Systems Capability



OPENING DOORS

Governance Capability

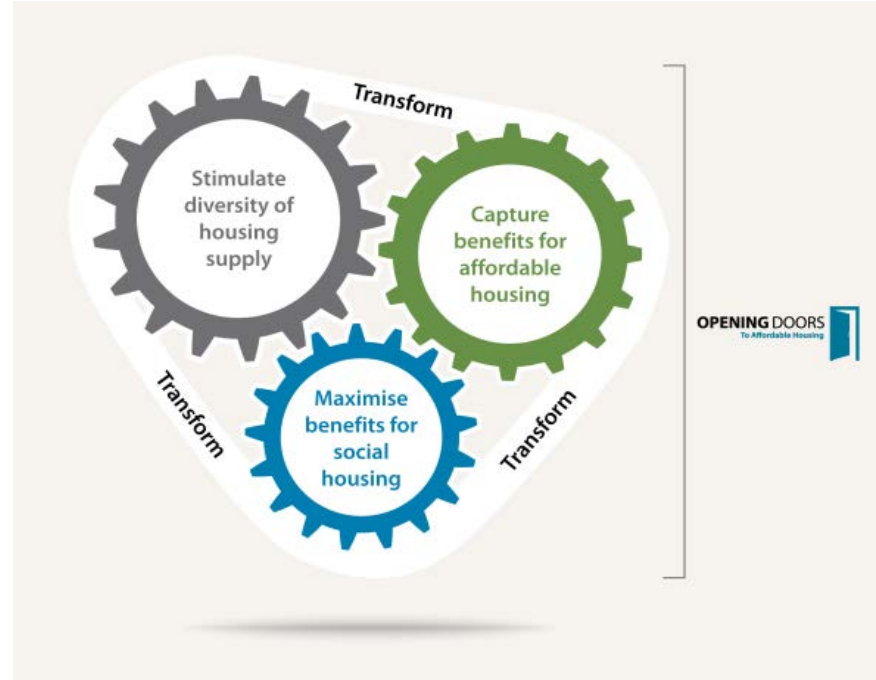


Share Successes and Stories Embed

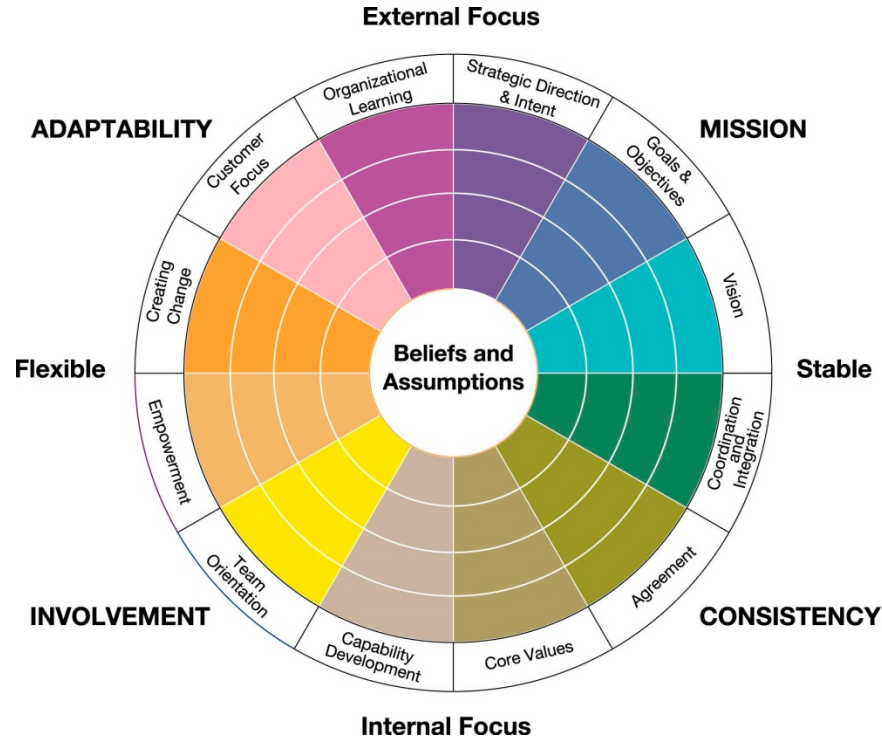


Strategy 2020

STRATEGIC PLAN 2020



Culture



Are we up for the next challenge





global
digital citizen

personal responsibility
global citizenship
digital citizenship
altruistic service
environmental stewardship