

ODA FORUM: 27 MARCH 2007

SUSTAINABILITY THROUGH CHANGE

Guest Speaker: Darrell Robinson, CEO Brunswick Industries Association

Key insights from the presentation included:

- A “Just do it!” approach, initiative and follow through
- Ability to identify gaps in the organisation’s operations
- The use of a skills matrix at the Board level to assist the appointment process
- A capability to accommodate difference
- The importance of having an (external) sounding board
- A readiness to use experts
- Courage and commitment to the vision
- Preparedness to act on gut instinct
- Facing reality with a clear vision
- Knowing your strengths within the workforce and how to leverage it effectively
- The importance of being given permission to introduce change
- A proven capacity to drive change quickly
- The importance of achieving cultural fit and alignment
- A belief that the workforce is who matters!
- The ability to bust disability mythologies within all stakeholders
- A non-profit acting like a corporate

An alternative name for Supervisors?” – ask them to nominate their own title

Possible measures indicative of organisational sustainability?

- Opportunity cost to use on other programs
- What is BIA’s potential and vision for growth?
- An option may be to form a partnership of different business partners to buy out Ramset
- Consistently generate \$7,000+ per week
- Ability to achieve the compassion – commercial balance
- Use measures of well – being to make the “fuzzy” elements more tangible (via use of a feed back staff and workforce survey with a 1 – 5 point scale)
- Return from next user – rework rates
- CEO succession plan in place
- Establishing and meeting production quotes
- Successfully moving workers out to other employment - being able to let go
- A more proactive and quality Board
- Increase in levels of motivation in rest of the team
- Staff turnover
- Having and managing an exit strategy
- Obtaining higher value work orders
- More diversity in the workforce
- Increased flexibility of the workforce
- Position BIA as a valued member of local business networks