

Organisational Culture & Leadership Development - Our Services!

Organisational Culture and Leadership Development is part of the People, Culture and Communications directorate.

We deliver, implement and lead cultural change and strategic initiatives focused on societal service and employment-based strategies that ensure Western Health is a fair, equitable and contemporary organisation.

Our service activity currently comprises:

Building and Promoting a Positive Workplace Culture

- Support leaders to engage with their teams through the creation of a psychologically safe space
- Help leaders identify, assess and mitigate risk to mental health and wellbeing for their teams
- People Leader Training
- Management of Peer Support Program
- Design and deliver online learning regarding WH positive behaviours
- Delivery and management of Employee Positive Workplace Issue Resolution Strategy (EMPOWIR)
- Reward & Recognition Programs – Management of annual Inspire Awards & Employee Service Awards
- Delivery and management of Employee Assistance Program (EAP)
- Implementation of the Mental Health and Wellbeing Plan
- Implementation of Employee Experience and Engagement Initiative Plan
- Provide wellbeing support via wellbeingsupport@wh.org.au

Leadership Development

- Design, develop and implement a range of WH Leadership development programs
- Succession and talent management and development using the Korn Ferry Talent Hub
- Coaching Programs
- Mentoring Program

Development Skills

- Design and deliver skill-based learning modules for all WH staff
- Traineeship and ongoing employment opportunities offered under the WH Academy, including career pathways and development opportunities
- Identify training needs based on staffing requirements and work with RTOs and other organisations to develop programs for employees to perform their jobs effectively and develop new skills in the future

Team Development

- Co-design and facilitate team development process and activities to build capability and improve the performance of teams

Psychometric Assessments

- Provide psychometric reports on potential recruits to inform the selection and onboarding process.
- Provide psychometric reports for ongoing professional development purposes

Group Facilitation Services

- Service Design Facilitation – codesign solutions for better service delivery
- Problem Solving Facilitation - problem solve specific challenges in a psychologically safe space