

CULTURE & DIVERSITY

VIV BULL

Culture & Capability Manager,
Napier Port

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WHO WE ARE

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CULTURE | OUR STARTING POINT



Our company culture was holding us back.

- Disconnected
- Entrenched attitudes
- Stagnant
- Low trust
- Lacking diversity

Talking to people showed it had strong potential.

CULTURE | OUR GOAL

We needed a culture that was:

- Safety driven
- Innovative and agile
- Representative of our community
- Leading

We made culture a strategic priority.



CULTURE | OUR CHANGE JOURNEY

We learnt that people make our business,
not things.

As part of our change process, we:

- Took ownership
- Brought people with us
- Learnt the value of trust
- Learnt to listen
- Faced up to the hard issues

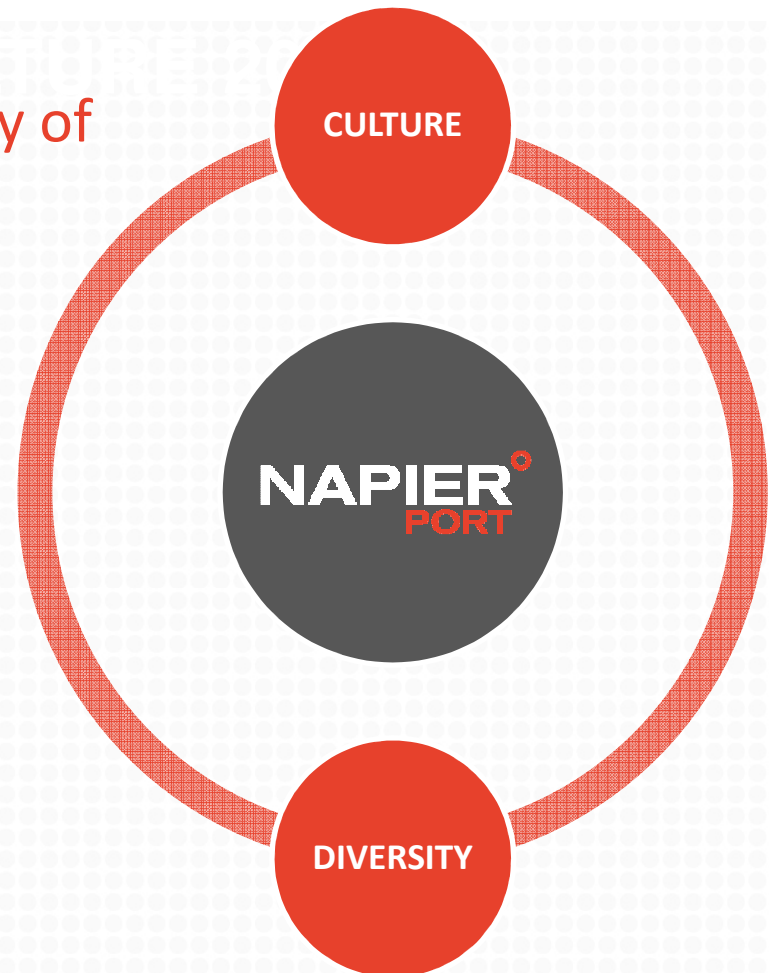


CULTURE | DIVERSITY

We discovered the value of diversity of thought.

New people, ideas and disciplines gave us fresh thinking.

Giving opportunities to existing people allowed them to flourish.



CULTURE | INTEGRAL TO OUR SUCCESS

Our people are our most important asset.

THEN

NOW

Disconnected	➔	Cohesive
Entrenched	➔	Agile
Single-minded	➔	Diverse thinking
Low trust	➔	Engaged

BETTER PEOPLE  BETTER ANSWERS



CULTURE | STARTS WITH LEADERSHIP

- Engage and listen
- Trust in the process
- Harness the power of team
- Take action
- Keep your eye on the endgame
- Take people with you







Q&A