

PROJECT SUMMARY: UNCOVERING OUR CULTURE

APRIL – JUNE 2017, QLD, NSW, VIC, SA

**A Consulting Project Conducted by the
Centre for Work, Organisation & Wellbeing**

UNCOVERING OUR CULTURE

Name of Client: Origin Energy



**Senior Centre for Work, Organisation and Wellbeing (WOW) Staff Involved:
Professor Adrian Wilkinson & Dr Paula Mowbray**

Description of Project:

Two projects were undertaken in association with cultural diagnostic workshops conducted and facilitated by the client. The purpose of the workshops was to identify employees' perceptions of their current culture in order to shape future strategies and practices concerning the culture of Origin.

The first project involved analysis of the qualitative data collected during the cultural diagnostic workshops to determine the key themes and findings concerning employees' perceptions of the organisational culture.

The second project involved recommendations concerning values and behaviours' frameworks that Origin could adopt, informed by management and academic literature and the findings from the cultural diagnostic workshops.

Services Provided by the Team:

Project One:

- Advice concerning data collection
- Observation of workshops
- Project management of the transcriptions from workshop audio data
- Qualitative analysis of the workshop data to determine key themes and findings
- Comprehensive report including discussion of the key themes and findings

Project Two:

- Review of values and behaviours' frameworks and leadership literature
- Identification and analysis of a range of frameworks on values and behaviours
- Report detailing recommendations on how to introduce a revised values and behaviours' framework