



Our Annual Corporate Plan

Lead change



Foster
commitment



Strengthen
capacity



People 2009

Focus

Strategies

Key Actions

Lead change



Build readiness for all major changes

- Review OSR's change management methodology
- Apply the methodology on all organisational change projects

Drive positive results for people through change management

- Identify how major changes can have a positive impact on people
- Conduct training programs for managers in change management and communication

Measure effectiveness of all major change projects

- Develop and implement methods to evaluate change effectiveness
- Build a process to ensure that learnings from major change evaluations are captured and used to improve future efforts

Foster commitment



Build skills for managing a complex and dynamic organisation

- Research and implement best practices in complex and dynamic organisational management
- Build skills to manage a complex and dynamic organisation

Operate to a leadership charter

- Develop a leadership charter
- Ensure compliance with the charter among managers

Attract and engage value-able employees

- Research and implement 'best place to work' initiatives
- Develop programs to make OSR more attractive to high-quality current and prospective employees

Strengthen capacity



Align workforce planning with our strategic direction

- Review OSR's workforce capability planning to align with OSR's strategic direction
- Design and implement programs to increase staff capability

Drive knowledge sharing

- Research best practices for enhancing knowledge sharing and transfer
- Implement knowledge sharing practices across OSR

Develop programs to retain skilled staff

- Implement the Mature Worker Retention Program
- Develop strategies to address 'skills at risk' positions