

Culture Champion Network

Questions and Answers:

1. What is the Culture Champion Network?

The **Culture Champion Network** will be made up of people from across Araluen who are interested in representing their team and including representative participants, who will become the **One Araluen Values and Behaviours framework guardians**.

Initially the **Culture Champions** will come together to help **REFINE all the great input from the Defining our Values and Behaviours Focus Groups** into the most important Values for One Araluen and to help shape the linked behaviours that will support those values.

Culture Champions will have key roles to play in **Launching the new Values and Behaviours framework** in the teams they represent and in launch activities. They will be pivotal in testing strategies and plans for implementation; testing communication messages and approaches; and identify workable and impactful actions to get maximum impact in launch activities and embedding the Values and Behaviours into everything we do.

Once our One Araluen Values and Behaviours framework is launched the **Culture Champion Network** will come together regularly to **review One Araluen's impact** and make recommendations for finetuning and in highlighting and celebrating successes.

2. Who can be a Culture Champion?

We welcome **anyone in the organisation across our staff and participants** who would like to nominate their interest in becoming a Culture Champion. We will then be seeking to select from the nominations, individuals who will collectively represent diversity across our organisation, including gender, tenure, service, role, location and who are positive role models in their teams.

3. Who will be involved in selecting and confirming the culture champions?

The ELT will take final accountability for the selection of culture champions, with People and Culture and Managers across the organisation supporting and informing any final decision making.

4. What is the time commitment for Culture Champions?

The role involves taking ownership as a **Culture Champion for 12 months**. The time commitment is approximately **2 hours per month** over the 12 months, which includes a Monthly Culture Champion Network meeting and team based meetings and activities. This is paid time.



5. What is involved for a Culture Champion?

You will take ownership as a Culture Champion representing your team for 12 months.

In July you will participate in a Culture Champion Network Workshop where you will help to Refine the great input from the Focus Groups and prioritise the input into the most important Values and defined Behaviours from everyone's input.

In Aug & Sept you will participate in sessions to gain your insight, design and feedback on our Values and Behaviours Framework and the Launch Communications and Activities.

October will be all about the Launch Activities, you will be participating and may also be taking the lead on the activities touching your team.

From November onwards across the 12 months you will be part of a Monthly Culture Champion Network Meeting with members of the ELT where together you will check in on progress and the impact of embedding our new Values and Behaviours across the organisation.

6. What value will I gain from participating as a Culture Champion?

Participating as a culture champion will provide the following opportunities for you:

- A great opportunity to make a positive difference to our organisation, our people and our participants
- Access to other senior leaders of our Organisation
- Learn and benefit from exposure to a view of our whole organisation, learn from different perspectives from cross service and diverse representation of our people across the organisation
- This wider exposure to the organisation gives you scope to progress your career across all parts of the organisation.

7. How will we measure Success?

Once the Culture Champions have been selected, the group will have an opportunity to collectively agree on how we measure success. The group will establish the outcomes they want to achieve and the opportunities and milestones that will need to be reached in achieving those outcomes. There is also a plan for a Pulse Survey in the new year, this will also provide the group with comparative measurement of our Culture and Climate from this year to post the launch of our new Values and Behaviours framework next year.

8. What are the Monthly Culture Champion Network Meetings that the Culture Champions will participate in?

The objective of these sessions is for the ELT and Culture Champions to collectively check in:

- Seek feedback on the implementation and adoption of the new Values and Behaviours Framework across the organisation
- Share stories of Values in Action to be celebrated
- Identify roadblocks and identify solutions
- Re-visit actions agreed to improve engagement and review progress to date
- Seek feedback on identified opportunities

To Express Interest in becoming a Culture Champion please go to our Thrive Webpage www.araluen.org/thrive and click the link to [Become a Culture Champion](#)

