



To: Deputy Director- General

Tracking No.: Click here to enter text.

From: Fiona Wright, Executive Group Manager, Climate Change and Energy Division (CCED)

Date: 16 March 2022

Subject: CCED Culture Workshop- Exemption from three Quotes (\$25,000 to less than \$200,000) under the Government Procurement Regulation 2007 (the Regulation)

Critical Date: COB Tuesday 22 March 2022

Critical Reason: To enable timely procurement and execution of contract

- DDG, Environment, Water and Emissions Reduction 20/03/22

Purpose

This Brief seeks your exemption from seeking three quotes and to conduct a single select quotation process. You may exempt the Directorate from seeking three quotes only if satisfied, on reasonable grounds, that the benefit of the exemption outweighs the benefit of compliance with the requirement.

Recommendations

That you:

1. Approve this request for an exemption under regulation 10 of the Regulation; and

Agreed / Not Agreed / Please Discuss

2. Approve a single select procurement process for the procurement of a two-day culture workshop, personality profiling and follow-up training from the consultant Colin D Ellis (ABN 85613234558) to the value of \$92,500 (GST exclusive).

Agreed / Not Agreed / Please Discuss

Geoffrey Rutledge

Handwritten signature: G Rutledge 20/3/22

DDG Feedback

*Approved.
Please ensure contract once executed
is notified*

Handwritten signature: GJR.

Background

1. The proposed procurement is to engage the consultant Colin Ellis to facilitate a 'culture refresh' program for CCED with a cost of \$92,500 (GST exclusive) (details at Attachment A). The program includes:
 - a two-day workshop for approximately 100 employees from CCED and select EPSDD work areas to collectively define and agree the conditions for cultural success
 - a 90-minute session with senior leaders to outline their role in support culture change
 - a personality profile for each workshop attendee (up to 50, with additional cost of approximately \$2,500 for extra profiles)
 - a copy of the book 'Culture Fix' for each attendee
 - development of a 'Culture Deck' that captures the outcomes of the workshop and provides a roadmap for continued culture growth and evolution
 - four 90-minute in-person follow-up sessions to track and support progress against culture change goals
 - three hours of coaching and mentoring per quarter to support specific individuals and teams, and
 - access to an online 'Culture Makers Community' for all workshop attendees.
2. Regulation 6 of the Regulation¹ requires a Territory entity to seek three written quotes for the procurement of goods, services or works if the total estimated value of the procurement is between \$25,000 and \$200,000. The Chief Executive Officer² for a Territory entity may, in writing, exempt the entity from that requirement only if satisfied that the benefit of the exemption outweighs the benefit of compliance with the requirement³. Generally accepted circumstances where this may be shown are:
 - a) one supplier only is available due to a need to maintain compatibility of equipment, or because of a supplier's specialist knowledge
 - b) there is only one supplier of the required good or service
 - c) standardisation is agreed after tenders are called
 - d) critical timeframes preclude calling for three quotes
 - e) a secondary objective is to achieve an appreciable social or community benefit, and
 - f) where the procurement is through a common use agreement from another jurisdiction.
3. In this case, the circumstance for use of the Single Select procurement methodology is consistent with a) above, that is, there is only one supplier available to deliver the requirement because of the supplier's specialist knowledge.
4. Key procurement details are as follows:
 - Requirement: Delivery of a 'Culture Refresh' program. For full details of the program, refer to Attachment A – Colin Ellis 'Culture refresh' Program.

¹ *Government Procurement Regulation 2007*

² for EPSDD, this is the Director General and his/her delegate the Deputy Director General

³ ie see *Government Procurement Regulation 2007 reg 10(1)*

- Timeframe: The workshop is proposed to take place on either 17-18 May 2022 (first preference) or 31 May-1 June 2022 (second preference), subject to venue availability.
- Supplier: Colin Ellis, ABN: 85613234558) who was identified as the preferred supplier through referral from organisations that have worked with Colin D Ellis, an assessment of the suppliers' offerings against the culture change objectives of CCED and research on comparable offerings on the market.
- Cost: The total whole of life cost of the proposed contract is \$92,500 (excl GST).

Justification / Issues

5. Single select methodology outweighs the benefit of compliance with the requirement to seek three quotes. The services sought through the proposed procurement are bespoke and not available through alternate suppliers. While other suppliers may provide services like training, mentoring, and coaching, the proposed procurement includes additional tools and resources to support CCED's culture change goals. These include personality profiles for CCED staff, a book for each workshop participant to provide an ongoing resource to staff, a 'Culture Deck' or roadmap for ongoing culture evolution, and ongoing access to an online platform with additional tools, resources, and networks to support culture change.
6. The service provider Colin Ellis is also unique and not comparable to training providers on the Whole of Government Panel of Training Providers. Mr Ellis has a strong track record of success, providing training that is very specifically focused on culture change. While other providers have offerings that support culture change objectives, Mr Ellis' specific expertise sets his offerings apart.
7. Timeframes are a secondary reason for proceeding with a single select procurement process. CCED undertook an organisational 'health check' in November 2021 with results indicating a need for CCED to develop and implement a shared culture to support CCED's performance. Engaging with the results in a timely manner is important to leverage momentum from the health check and demonstrate a genuine commitment to positive change.
8. Mr Ellis is available in May 2022 to deliver the 'culture refresh' program, ensuring that CCED continues to make timely progress against its culture change objectives. While other providers may have availability in May 2022 (or sooner), the lack of fit for purpose culture change training and mentoring packages would result in a delayed delivery while CCED executive work with providers to develop a fit-for-purpose offering.

Value for Money

9. The *Government Procurement Act 2021* defines value for money as 'the best available procurement outcome'. In pursuing value for money, the Government must consider the following:
 - probity and ethical behaviour;
 - management of risk;
 - open and effective competition; and
 - optimising whole of life costs.
10. The recommended procurement represents value for money because it is the best available procurement outcome, in the context of the following:

- The recommended procurement is bespoke and cannot be readily offered by other suppliers, noting the unique mix of goods (tools and resources) and services (training and coaching).
- The procurement is fit for purpose with demonstrated results, including in similar Government contexts.
- The procurement is timely, and will facilitate fast progress against CCED’s culture change objectives. Delaying this procurement risks exacerbating performance, wellness, and staff retention challenges in CCED.

11. The cost (\$92,500 excluding GST) is comparable with costs of a package delivered by other suppliers. For example:

- rates on the Whole of Government Panel of Training Providers indicate a market rate of up to \$72,000 to deliver a two-day workshop and coaching (based on an approximation of four and a half equivalent days of in-person training and coaching).
- market rates for annual online memberships to culture-based platforms are approximately \$60, with a total approximate cost of \$6000 to provide membership for one year to all CCED.
- market rates for organisation culture books are approximately \$25, with a total approximate cost of \$2500 to provide this resource to all of CCED.

12. In total, estimated market rates for all components of Collin Ellis’ ‘Culture Refresh’ program amount to \$81,000 (excl GST), which is comparable to the \$92,500 (excl GST) cost of proceeding with the recommended single select procurement.

Financial Implications

13. Proceeding with the recommended procurement will have a 2021-22 budget impact of \$92,500 excluding GST.

14. Budget availability has been confirmed with Finance.

Consultation

Internal

15. EPSDD Procurement has been consulted.

Cross Directorate

16. N/A

External

17. Colin Ellis – to confirm dates, offerings and price.

Benefits / Sensitivities

18. A single select procurement may attract additional scrutiny in audits and other government accountability processes.

Media Implications

19. N/A

Attachments

Attachment A – Colin Ellis ‘Culture refresh’ Program

Signatory Name: Fiona Wright
Action Officer: Laura Comensoli

Phone: 02 6207 9780
Phone: 



THE CULTURE EXPERIENCE

BUILDING VIBRANT HIGH-PERFORMING CULTURES WHERE GREAT WORK THRIVES



CULTURE IS THE DIFFERENCE

IF YOU SUCCEED IT IS BECAUSE OF YOUR CULTURE,
LIKEWISE IF YOU FAIL.

To be successful as a team, department or organisation you first have to define the expectations that you have of each other. A vibrant high-performing culture doesn't create itself. Deliberate action must be taken to co-create the conditions where safety, belonging and productivity thrive, regardless of where people are based.

Indeed, the organisations that thrived during the COVID-19 pandemic were those that recognised that the world had changed and that the world of work had to change with it.

Many organisations spend months developing a strategy and very little time defining the culture required to deliver it. In these situations managers simply hope that the culture evolves to meet the challenges or opportunities that the strategy poses.

But hope is not enough to ensure success.

Culture does not belong to the senior management team or the longest serving members of staff and yet through their behaviours and communication they are the ones that have the greatest impact on it, often negatively.

Culture is the sum of every employee's attitudes, beliefs, skills, behaviours, traditions and stories. Therefore if no work is done by staff to define the shared culture, it will be driven by those with dominant personalities and eventually stagnate. All opportunity for high-performance will be lost and safety will be undermined.

Defining the required culture from which to hold each other accountable provides the only chance of sustainable success. And if this definition process isn't a tailored experience that engages, motivates and inspires staff then it will turn into another boring off-site that fails to deliver the required change.

The Culture Experience program is a team-building exercise like no other. Not only will you collectively define the conditions for cultural success, but the event itself will keep people talking and positively evolving the culture for months.

Don't settle for average, invest in an experience that will provide the foundations for continued team or organisation success.



SOME CULTURE STATISTICS FOR YOUR BUSINESS CASE

\$1.8tn

IS LOST EVERY YEAR

Through poor productivity

[Hubspot, 2021](#)

STAGNANT CULTURES ARE

10x

More likely to be negatively affected in a crisis than vibrant cultures

[O.C. Tanner Global Culture Report 2021](#)

41%

OF EMPLOYEES ARE THINKING

Of leaving their employer in the next 12 months

[Microsoft, 2021](#)

99%

OF HR LEADERS ARE LOOKING

To implement a hybrid working culture in the next 12 months

[Gartner, 2021](#)

92%

OF SENIOR LEADERS SAY THAT

Changing the culture would improve the value of the organisation

[Corporate Culture Evidence from the Field - Graham Harvey, Prasadak Rajagopal](#)

AVERAGE GLOBAL ENGAGEMENT SCORES ARE DOWN BY

18%

When compared to the previous year

[O.C. Tanner Global Culture Report 2022](#)

THE VALUE OF A VIBRANT CULTURE

41%

LOWER ABSENTEEISM

20%

HIGHER SALES

59%

LOWER TURNOVER

70%

FEWER SAFETY INCIDENTS

40%

FEWER QUALITY DEFECTS

21%

HIGHER PROFITABILITY

[Gallup, State of the American Workforce](#)

WHY WORK WITH ME?

I HAVE PRACTISED WHAT I TEACH AND IT WORKS

I am an award-winning international speaker, four-time best-selling author and a highly sought-after global culture change facilitator. I work with senior leaders from organisations around the world to help them build high-performing, safe cultures that know how to get the best from the people they employ in order to achieve the results they seek.

They hire me because as a former employee and senior manager myself for many years I've walked the miles in their shoes. I have practised everything that I teach and continually update my approaches to ensure that they are fit for the way we work today and fit for the future, too.

I have always been a people person.

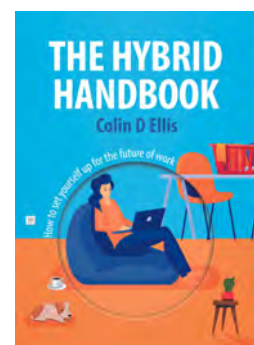
I left high school aged 17 and instantly loved the world of work. I was managing a bank sub-branch aged 22, led transformation projects in the media sector in the 1990s/2000s and was a senior executive in retail, energy, justice, immigration, education, transport and telecommunications industries, in the private and public sector in the UK, New Zealand and Australia until 2015.

Even when leading large transformation initiatives in the 1990s I prioritised empathy and the co-building of team culture over a slavish devotion to process and the pursuit of office politics. That, I believe, was the key to my success during almost 30 years as a permanent employee.

As someone who has bought development programs, I understand that any time spent away from the day-to-day business is precious and must produce results. That's why I am committed to creating tailored learning experiences that not only inspire people to be the best versions of themselves but also to provide them with practical insights they have never had before into how they can work as a team to achieve more. I believe in putting the development of culture in the hands of the people that own it and I facilitate the required conversations in a way that is engaging, practical, motivational... and enjoyable. When people are laughing, they're learning!

My thoughts and ideas on culture have been published in Forbes, Thrive Global, CEO World, CIO Magazine, HR Magazine and many others. I also have a podcast – Culture Makers – where I get business leaders from around the world to share their experiences of culture-building. The Project Book was voted General Business Book of the Year in the Australian Business Book Awards in 2020, whilst Culture Fix was a finalist in the Best HR and Management category. My latest book the Hybrid Handbook was released in July 2021.

I'm originally from Liverpool in the UK, spent six years in Wellington, New Zealand and now live with my family in Melbourne, Australia.



CLIENTS

My clients are local, national and global in the public and private sector. Culture is universal which means that I'm equally comfortable working with engineering organisations in New Zealand as I am with marketing teams in the US, FMCG teams in Austria or insurance teams in Hong Kong. Their leaders are just like you and want to make a real and lasting difference to how people interact and to the way work get done. Clients include:



CLIENT FEEDBACK

If you are looking for an event and series of interventions, tailored for your particular team or challenges, with **real and lasting impacts** on individuals and team, then Colin is your man!

Bronwyn Clere, CEO TelstraHealth

I had the pleasure of working with Colin for a two year period, taking our entire organisation through his 'Transform' culture experience program. Colin is professional, engaging, adaptive to his audience (we have some tough crowds) and supportive throughout the whole process. He was generous with his time with me and my team and the feedback from those he coached within the business is nothing but glowing.

We have been able to take what Colin shared and **make real change to the way we work** in a way that has stuck after the program finished, which is an absolute win!

Amelia Abrahams, Manager Culture and Capability, ActewAGL

Colin created a fun, engaging, exciting and almost party atmosphere through his Culture Experience workshop and yet we created our team vision, agreed our behaviours and how we'd work together as well as going away with personal development work-ons! As one of my senior leaders said, we'd **achieved more in a single day than his previous organisation had achieved in 6 months!**

Matthew Needham, Chief Financial Officer, Kāinga Ora

Colin would have to be one of the most engaging and passionate people I have met. His enthusiasm and energy over the two days was contagious. He knows his stuff and manages to deliver insights in a way that sticks and your thought processes start working differently.

Probably the best workshop I've ever been on.

Paula Brown, HR Manager, Contact Energy

In just two days, Colin **supported the group to become a self-sufficient team**, empowered to take responsibility for their working environment and to change the things that block their success.

**Anna Aitchison, Head of Communications,
Ministry of Foreign Affairs and Trade**

Colin is a thought leader with character and credibility; his knowledge to bring about **practical cultural change and effective leadership** is second to none. He isn't afraid to ask the tough questions to support organisations in coming to their own unique conclusions.

Derrick Dicker, Head of Innovation RACV

Colin **lifts engagement through his insights and experience**. His powerful stories inspire individuals and teams to take action. Simply outstanding.

Lani Beer, Head of Delivery MLC Insurance



WHAT I TEACH

CULTURE IS OFTEN TALKED ABOUT, YET VERY FEW PEOPLE ACTUALLY UNDERSTAND IT FULLY.

Often the people that do are consultants who are keen to keep the information to themselves. This is not my approach. Having been a member of workplace cultures for over 30 years I know that the best way to build and evolve them is to support people in understanding how to do it themselves. I teach everyone the six pillars which form the foundation for high performance and target achievement.

THE 6 PILLARS OF CULTURE



To embed the learning and importance of each of these pillars, the following themes lie at the core of The Culture Experience Program:



Emotional Intelligence

Self-aware individuals are the building blocks of great cultures. The Culture Experience program builds connection and ensures that people understand themselves as well as those around them. It also introduces a language that provides the basis for effective communication between all teams.





Behaviour

Without an agreement on behaviour, there is no benchmark for personal performance. The Culture Experience program ensures that people understand what it means to be a good human so they can positively contribute to culture success. It also establishes accountability to ensure that the promises people make to each other in the workshop are delivered.





Collaboration

For true collaboration to occur, employees need to agree how they will interact and use the tools at their disposal.

The Culture Experience program ensures that there is complete agreement on how work will happen and how performance will be sustained. It also creates agreements between teams on how to remove barriers to ensure that all activity leads to meaningful progress.





Innovation

Innovation is the mechanism by which cultures continue to grow, evolve and challenge their inefficient practices or leverage opportunities to increase their market share. The Culture Experience program makes innovation easy and ensures that it's a core part of the redefined ways of working. It also demonstrates that new ideas are the basis for continual culture evolution and that they live inside everyone!



HOW I TEACH CULTURE

THE CULTURE EVOLUTION METHODOLOGY THAT I EMPLOY BUILDS ON MY OWN EXPERIENCES AS WELL AS CONTEMPORARY AND PRACTISED SYSTEMS EMPLOYED BY VIBRANT WORKPLACE CULTURES AROUND THE WORLD

Great cultures focus on creating safe environments where humans understand themselves, have empathy for others and know what it takes to build and maintain a high-performing team that gets the job done. I teach you how to do culture yourself and help you get started on your evolution journey. I focus on delivering a unique, tailored, advanced, yet real world approach that speaks to the culture challenges that people face on a day-to-day basis. I use language that creates connection, exercises that generate energy and ensure that collective accountability is built throughout.

THE METHODOLOGY USES:

- 1.High intensity learning**
- 2.Productive struggle**
- 3.Deliberate practice**



1. HIGH INTENSITY LEARNING

By taking people away from their jobs for a minimum of two days to define the culture, we've made a statement that 'this is important' or that 'this is different'.

I believe in the power of group interaction and learning, recognising that if we are to create a vibrant culture then everyone must follow the same process, in the same way.

This is achieved through high intensity learning from the curriculum and facilitated group discussion. Expectations around behaviour and outcomes are set at the start of each session and teams take responsibility for achieving them.

2. RESPECTFUL CHALLENGE

Whilst team-based learning creates the environment to achieve the outcomes successfully, it's only through respectful challenge that they can be realised.

As staff gain greater clarity on the six pillars of culture and their role within them, it's crucial that they not only question their current attitude, but also the prevailing team mindset and challenge those areas that they feel are holding them back.

Only then can deliberate action be taken to address the culture gaps or opportunities. I know from my own experience that many team-building activities often develop into groupthink sessions or else certain individuals are allowed to dominate. I don't let this happen and ensure that issues are challenged on the day.

3. ENHANCED ACCOUNTABILITY

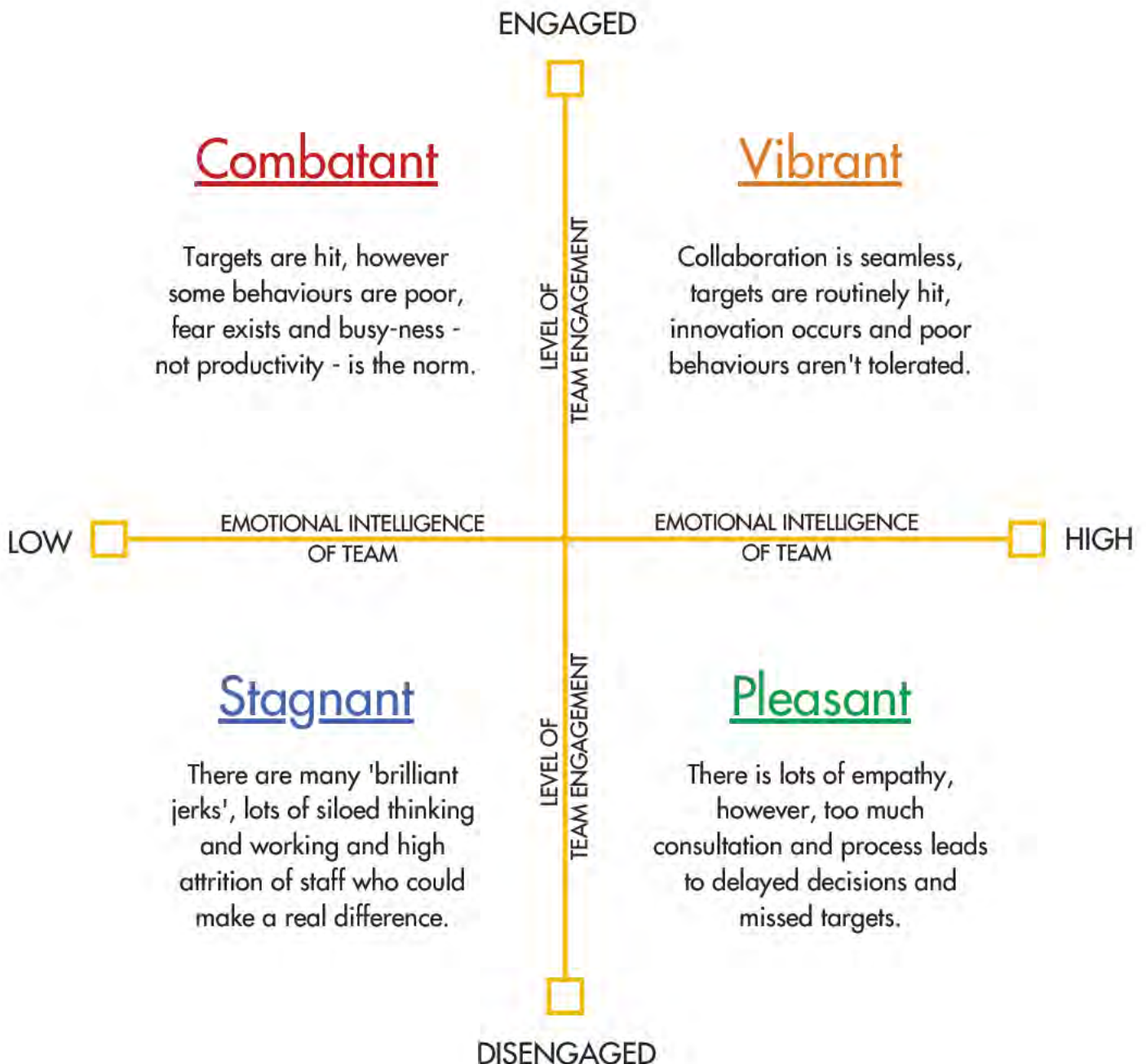
At the end of the culture definition exercise people will feel energised, inspired and motivated to change. Without enhanced accountability, little would happen.

A key output from the definition workshop will be a list of personal and group actions that need to be taken immediately (or are planned in) to ensure that culture outcomes are fully realised.

Our goal is to reset the culture and provide the foundations for future success. We agree accountability partners and I provide leaders with the insights that they need to become role models for the desired culture. We appoint culture captains to keep the team honest and to ensure that action is taken in a timely manner and that each success is celebrated.



WHERE IS YOUR CULTURE RIGHT NOW?



THE CULTURE EXPERIENCE APPROACHES

EVERY CULTURE IS DIFFERENT.
HOW MUCH HELP DO YOU NEED RIGHT NOW?

Workplace culture continually evolves, whether you work on it or not. In a crisis people either pull together and vibrancy is created, or else people retrench to what they're comfortable doing and culture breaks down.

There are three approaches to the Culture Experience program depending on the level of help and support you need right now. Every program is tailored to the challenges you face today and to help you build the conditions where your people can flourish.

For those with an existing vibrant culture, a **reset** may be required to welcome new people and to create a new agreement to meet the opportunities ahead.

For those in the combatant or pleasant quadrants, then not only is a reset required, regular accountability sessions are also required to ensure that you fully **refresh** the culture and don't fall back into old habits.

Those teams that have a stagnant culture, are embarking on a period of sustained change or are looking for regular inspiration and support to ensure that a 'new normal' is achieved then a fully supported **transform** approach will be required to re-invigorate and to hold you responsible to the promises that you make to each other. This game-changing experience entails me transferring all my knowledge of building and evolving culture over to you!



RESET

'To set again or do differently'

WHO

This approach is for you if:

- You have several communication issues within the culture that need to be addressed
- Your engagement scores are good and you need to maintain them there or enhance them still further
- You are establishing a new team or initiative that requires an established way of working or integrating new team members
- You have limited budget for culture development but need to do something!

WHAT

This approach contains the following elements:

- A 90-minute session with the senior leadership team to outline their role in supporting culture evolution
- A Culture Definition workshop tailored to you
- A personality profile for each attendee*
- A Culture Deck that captures the outcomes from the two-days
- A copy of Colin's book 'Culture Fix' for each attendee

OUTCOMES

With the commitment from staff to implement all they've learned, this approach provides the following outcomes:

- Harmonious, self-motivating teams
- Improved engagement
- Improved productivity
- Improved internal communication
- Enhanced cultural accountability - poor performance and behaviours aren't tolerated
- Greater target and milestone achievement
- Faster value to customers.

COST

All costs associated with getting to know your organisation and tailoring the program approach are included in the fixed price below. For Australia clients, the costs also include travel, accommodation, meals and all other expenses. Australian costs exclude GST. [\\$6,000 saving based on current rate card.](#)

AUD\$32,500 - NZD\$37,500 - US\$27,500 - EUR€25,000

*Up to 50 personality profiles are included in each approach with any extras charged at cost (AUD\$50 each)

REFRESH

'To reinvigorate'

WHO

This approach is for you if:

- You have several issues within the culture that need to be addressed
- Your engagement scores are disappointing and you need a change of mindset at all levels
- Targets are often missed
- Behaviour of some individuals is poor and affects the overall culture
- You require periodic help to embed the desired culture
- You are establishing a new team or initiative that requires an established way of working and a regular injection of new ideas or energy

WHAT

This approach contains the following elements:

- A 90-minute session with the senior leadership team to outline their role in supporting culture evolution
- A Culture Definition workshop tailored to you
- A personality profile for each attendee*
- A Culture Deck that captures the outcomes from the two-days
- A copy of Colin's book 'Culture Fix' for each attendee
- Four 90-minute in-person culture immersion sessions held at quarterly intervals to inject new ideas and to ensure progress is being made as planned
- Three hours of in-person coaching/mentoring sessions every quarter to provide specific support to individuals and teams to implement the desired culture changes
- Access to the Culture Makers Community for all team members

OUTCOMES

With the commitment from staff to implement all they've learned, this approach provides the following outcomes:

- Harmonious, self-motivating teams
- Improved engagement
- Improved productivity
- Improved internal and external communication
- Enhanced cultural accountability - poor performance and behaviours aren't tolerated
- Greater target and milestone achievement
- Faster value to customers
- Improved leadership potential
- Improved retention of talent.

COST

All costs associated with getting to know your organisation and tailoring the program approach are included in the fixed price below. For Australia clients, the costs also include travel, accommodation, meals and all other expenses.

Australian costs exclude GST. [\\$16,500 saving based on current rate card.](#)

AUD\$90,000 - NZD\$105,000 - US\$70,000 - EUR€67,500

*Up to 50 personality profiles are included in each approach with any extras charged at cost (AUD\$50 each)

TRANSFORM

'To undergo a marked change'

WHO

This approach is for you if:

- You have issues within the culture that need to be addressed as a matter of urgency
- Your culture has received adverse publicity
- Performance is poor and targets are consistently missed
- You are about to embark on a period of sustained business or technology change
- Behaviours from many people undermine the safety within the culture
- You are losing good staff
- Your engagement scores are poor and you need systemic change
- You require regular help to embed the desired culture into the organisation

WHAT

This approach contains the following elements:

- A 90-minute session with the senior leadership team to outline their role in supporting culture evolution
- A Culture Definition workshop tailored to you
- A personality profile for each attendee*
- A Culture Deck that captures the outcomes from the two-days
- Copies of Colin's books 'Culture Fix' and 'Culture Hacks' for each attendee
- Twelve 90-minute in-person culture immersion sessions held at monthly intervals to inject new ideas and to ensure progress is being made as planned
- Monthly CEO/Senior manager coaching session (if required)
- Three hours of in-person coaching/mentoring sessions every month to provide specific support to individuals and teams to implement the desired culture changes
- Creation of a culture evolution community space to aid accountability, sharing of knowledge and for event planning
- Culture change planning and support
- Set of behaviour cards (as used in the Culture Definition Workshop) to support future culture evolution activities
- Access to the Culture Makers Community for all staff

TRANSFORM

'To undergo a marked change'

OUTCOMES

With the commitment from staff to implement all they've learned; this approach provides the following outcomes:

- Harmonious, self-motivating teams
- Improved engagement
- Improved productivity
- Improved internal and external communication
- Enhanced cultural accountability - poor performance and behaviours aren't tolerated
- Greater target and milestone achievement
- Faster value to customers
- Improved change management
- Improved leadership potential
- Improved retention of talent
- Greater values match between employees and organisation
- Greater cognitive diversity
- Improved self-awareness and emotional intelligence of employees
- Better able to recruit scarce talent - seen as an 'employer of choice'
- An understanding of what it takes to build and maintain great sub-cultures
- Great internal culture building capability.

COST

All costs associated with getting to know your organisation and tailoring the program approach are included in the fixed price below. For Australia/NZ clients, the costs also include travel, accommodation, meals and all other expenses.

Australian costs exclude GST. **\$42,500 saving based on current rate card.**

AUD\$200,000 (International rates available on application)

*Up to 50 personality profiles are included in each approach with any extras charged at cost (AUD\$50 each)

PROGRAM OPTIONS ON A PAGE

A simple view of the options and what's included for each approach can be found below:

	Reset	Refresh	Transform
90-minute Leadership workshop	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2-day Culture Definition Workshop	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Personality Profiling	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Copy of Culture Fix for every attendee	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Access to the Culture Makers Community		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Quarterly Culture Immersions		<input checked="" type="checkbox"/>	
Quarterly Coaching Sessions (3-hours)		<input checked="" type="checkbox"/>	
Monthly Culture Immersions			<input checked="" type="checkbox"/>
Monthly Coaching Sessions (3-hours)			<input checked="" type="checkbox"/>
Copy of Culture Hacks for each attendee			<input checked="" type="checkbox"/>
Creation of Culture Evolution Community			<input checked="" type="checkbox"/>
Set of Behaviour Cards			<input checked="" type="checkbox"/>
On-demand access to Colin			<input checked="" type="checkbox"/>

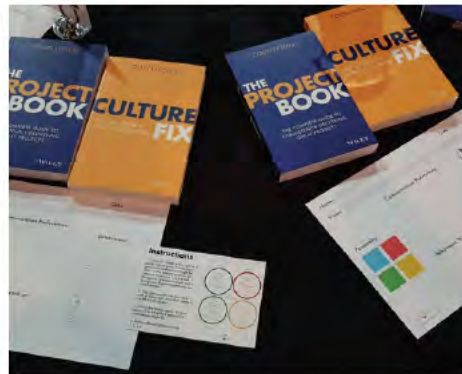
CULTURE DEFINITION WORKSHOP

The Culture Definition Workshop is an immersive, motivational, practical and entertaining two-day session to build connection between employees and to define the elements of the desired culture.

The workshop centres around the understanding, definition and application of the six pillars of vibrant culture as outlined on page 8.

Personality profiles are used to ensure that employees are self-aware, that empathy is built and that everyone understands how to communicate with others who have a different personality to them.

The Culture Definition Workshop is a team-building experience like no other!





THE CULTURE EXPERIENCE

(VIRTUALLY)

The COVID-19 pandemic led to the working world finally leveraging the benefits of virtual working. I have been delivering large scale virtual programs since 2018 so it's nice that the world finally caught up!

The Culture Experience program is equally as effective when delivered virtually and is run using technology and timing that works for you.

We utilise your existing collaboration tools to build accountability, belonging, connection, dialogue, energy and fun between participants. It's unlike any virtual development program that you will have undertaken before and will also provide you with ideas to improve your own virtual interactions with each other.

THE CULTURE DECK

Made famous by Netflix in 2009, the Culture Deck is the key output from the Culture Definition Workshop and captures the intent of the desired culture.

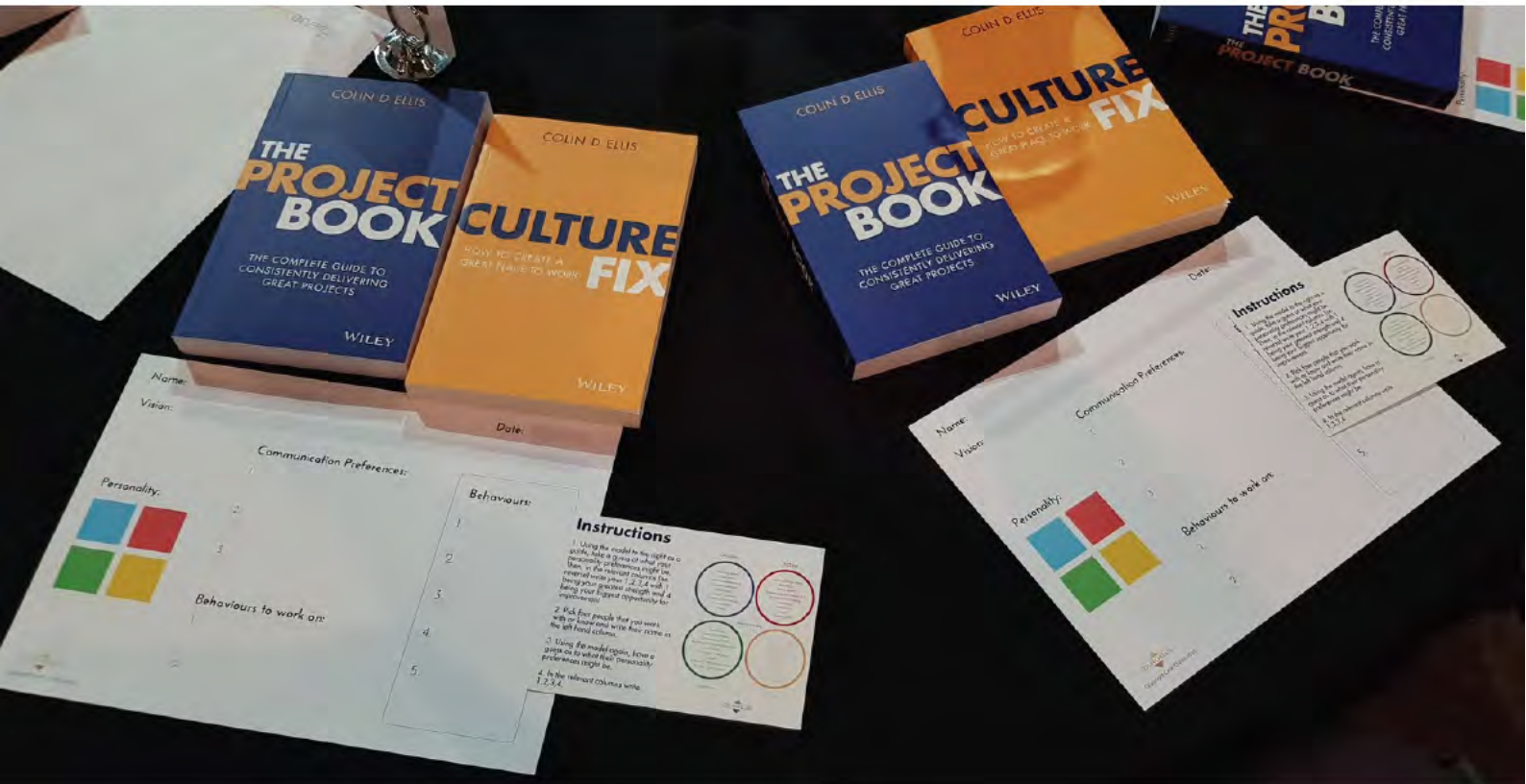
It acts as a social contract, describing the future state in enough detail that every employee (incumbent or prospective) understands what it will take to contribute to the maintenance of the culture and its continued success.



**WHATEVER THE STATUS
QUO IS, CHANGING IT
GIVES YOU THE CHANCE
TO BE REMARKABLE.**

Seth Godin

READY FOR YOUR CULTURE EXPERIENCE?



NEXT STEPS

To arrange a meeting with me to discuss your current challenges or opportunities, you can phone me directly on [REDACTED] or email my business manager Jodie at hello@colindellis.com to find a good time to talk face-to-face.

CONNECT OR FOLLOW:



From: [Wright, Fiona](#)
To: [Rutledge, Geoffrey](#); [Berrie, Lucinda](#)
Cc: [Comensoli, Laura](#); [EPSDD Support Team - Climate Change and Energy](#)
Subject: For approval - Brief to DDG for single select process - Colin Ellis (22/27570)
Date: Friday, 18 March 2022 3:48:10 PM
Attachments: [22_27570 Deputy Director-General Information Brief - CCED Culture Workshop Procurement.obr image001.jpg](#)

OFFICIAL

Hi Geoffrey,

For your approval – single select procurement process to engage Colin Ellis to deliver a culture program (2 day workshop earmarked for mid May).

I have adjusted the contract value in the brief to \$92,500 – the extra \$2,500 above the ‘refresh’ package (as outlined in Attachment A) is to cover the additional personality profiles (as only 50 are included in the base rate).

Venue hire will be covered in a separate briefing – we are currently sourcing quotes and availability.

Please do call if you have any questions.

Regards,

Fiona

From: Comensoli, Laura <Laura.Comensoli@act.gov.au>

Sent: Friday, 18 March 2022 9:56 AM

To: Wright, Fiona <Fiona.Wright@act.gov.au>

Cc: EPSDD Support Team - Climate Change and Energy <EPSDDSupportTeam-ClimateChangeandEnergy@act.gov.au>

Subject: For clearance - Brief to DDG for single select process - Colin Ellis (22/27570)

OFFICIAL

Hi Fiona

Please see attached for clearance a brief seeking DDG approval to proceed with a single select procurement to engage Colin Ellis to deliver the ‘culture refresh’ program for CCED. I have run this through the A/g Director of EPSDD Procurement to confirm the justification for single select and the value for money assessment are appropriate for the nature and amount of the proposed procurement.

All the best

Laura

Laura Comensoli (She/her)

Director

Climate Change and Energy

Ph: [REDACTED] | email: laura.comensoli@act.gov.au

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