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**Discussion questions for Podcast 4**

**Jody Grima and Scott Johnston**

**Curating responsive, flexible and resilient organisational cultures**

**and work practices for ongoing change**

1. Tanya mentions some recent HR research she has been conducting on the question “can anyone do HR”, what are your thoughts about this and why?
2. How adaptable are you? Complete the [Adaptability Quotient test](https://www.executiveagenda.com/resources/blog/how-adaptable-are-you-take-adaptability-quotient-aq-test-and-find-out) listed in the References to discover your ability to adapt to rapidly changing environments. Discuss your results with your colleagues.
3. Has the HR function in your agency become more embedded in the business in recent months and enabled a better connection between business and workforce strategy? Is so, how? If not, what are some of the barriers?
4. Scott Johnston states that one of the key things that HR can do in their role as trusted advisors of the business is to know when to give firm advice and when to work together with your business leaders to resolve problems. In your/your team’s role as trusted advisors, how do you ensure you respond appropriately to the needs of business leaders and ultimately add to their decision- making confidence?
5. Jody believes in the saying “Culture eats strategy for breakfast” – if you don’t have the right culture then you won’t achieve required change. To adapt continually to new contexts organisations must test new strategies and if they fail, repivot and keep moving forward, don’t be afraid to fail fast. Do you agree with this mindset?
6. Jody and Scott both describe how DCS is transforming roles, work practices and skill sets to meet changing customer and organisation needs in an environment of ongoing disruption. And that it is equally important for HR to support the emotional resilience of staff. How is your HR team focussing on the individual needs of staff to ensure they feel safe, supported and have the resources they need to work effectively during times of change?
7. How has a supportive and inclusive culture enabled a better employee experience in your agency, and in turn a better service for customers?