

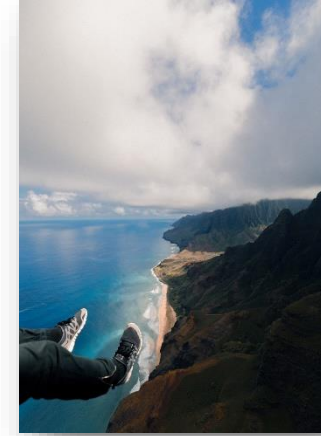
Group Strategic Anchors



Deliver a **compelling environment for success** to realise our untapped potential that is proudly iconic and successful



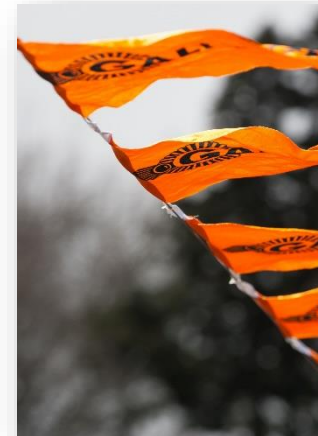
Discover our true purpose and accelerate our positive impact on the world



Ambition to dream – scale the business to 1bn within 10 years



Invest heavily to ensure we are **adaptive & sustain our innovative edge**



Deliver a highly **strategic, productive, efficient and profitable** organisation

F21 People Initiatives Focus – Future of How We Work

#1 Leaders grow leaders

Leadership framework



#2 Continuous growth mindset

Org wide competency framework – strategic acumen, outcome focus, voice of the customer, digitally savvy.



#3 The place to be

Purpose, Values, Behaviours Refresh

New Ways of Working



#4 Build the P&B team, grow the P&B team

New structure



#5 Creating true partnerships

Recruit & enable



#6 Digital & data driven

Data platform prep

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F21 Initiatives Focus – Covid Overlay

#1 Leaders grow leaders

Agile action-based leadership balances humanity & economics for a stronger, more united global team



#2 Continuous growth mindset

Unexpected new ways of working will accelerate our goals

Facing adversity is building resilience for a reimagined future



#3 The place to be

Pride in who we work for and who we are in the community grows still further





Future of Work - The Journey So Far

JULY 2019

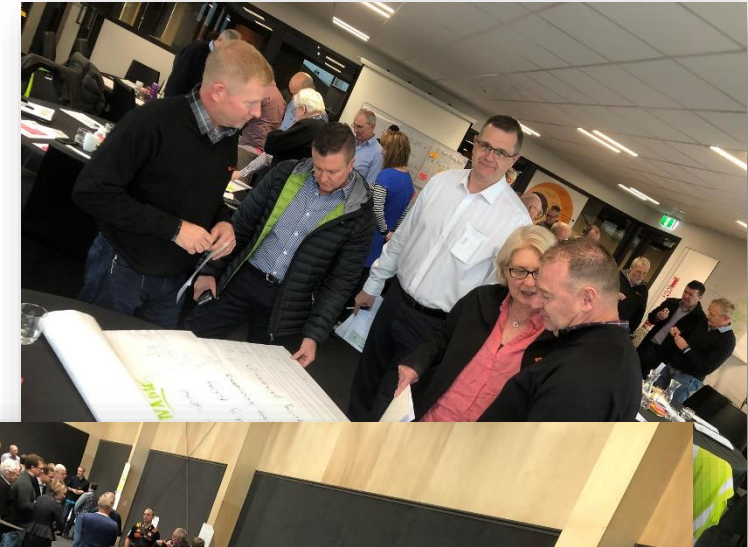
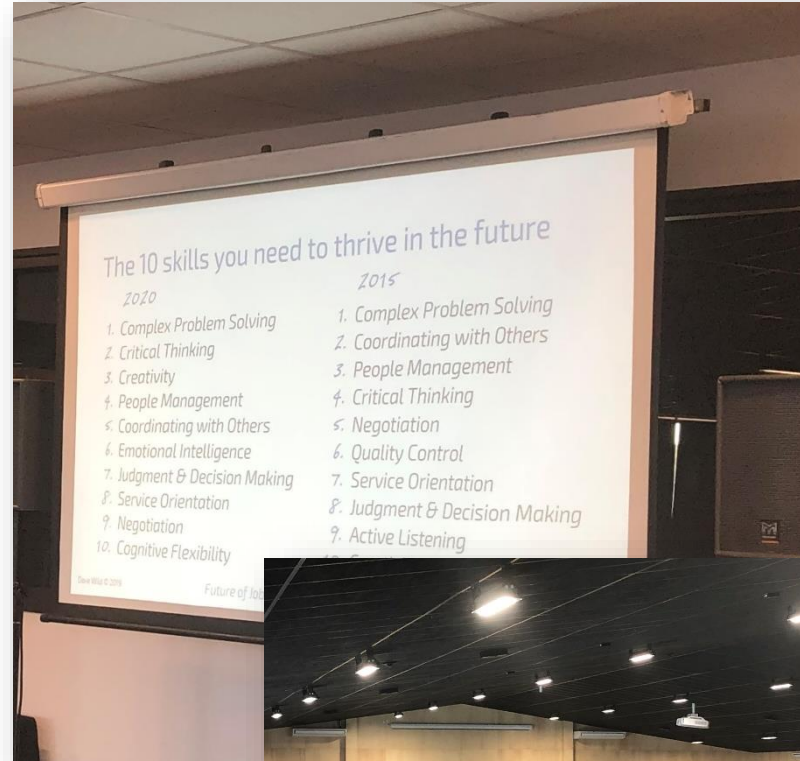
Global Leadership Meeting

6 potential workstreams identified

- Diversity of Thought
- Personalised Employee Experiences
- Being Change Fit
- Connection to Purpose
- Commitment to Sustain
- Enabling Visionary Intrapreneurship

Immediate voice of the customer work on the day

GET COMFORTABLE WITH SCRAPPY!



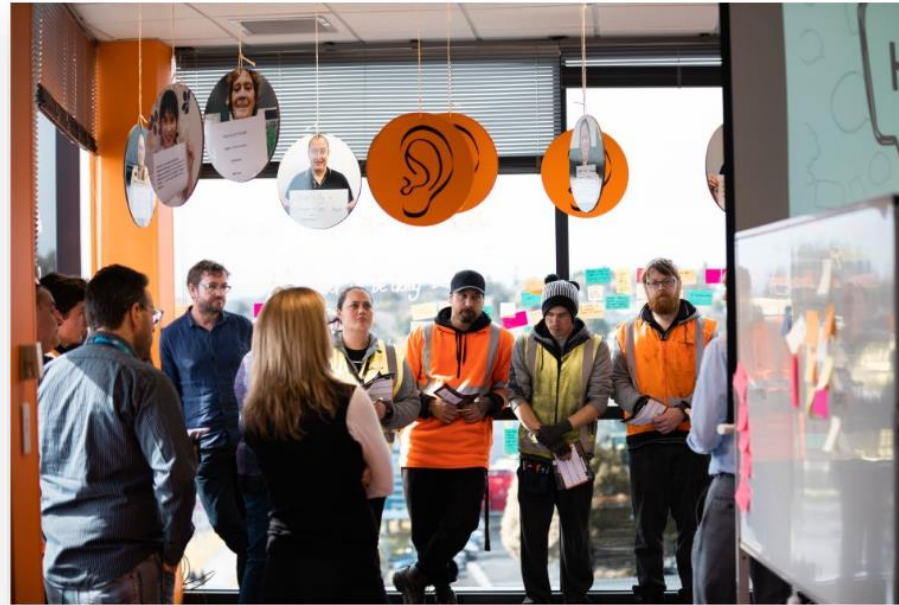
Future of Work - The Journey So Far

AUG 2019

Future of Work Expo #1

All onsite Hamilton team members invited to multiple sessions repeated throughout the day. Groups of 15 gave ideas & feedback on the questions asked. Overseas teams engaged after the event via online

More voice of the customer work!



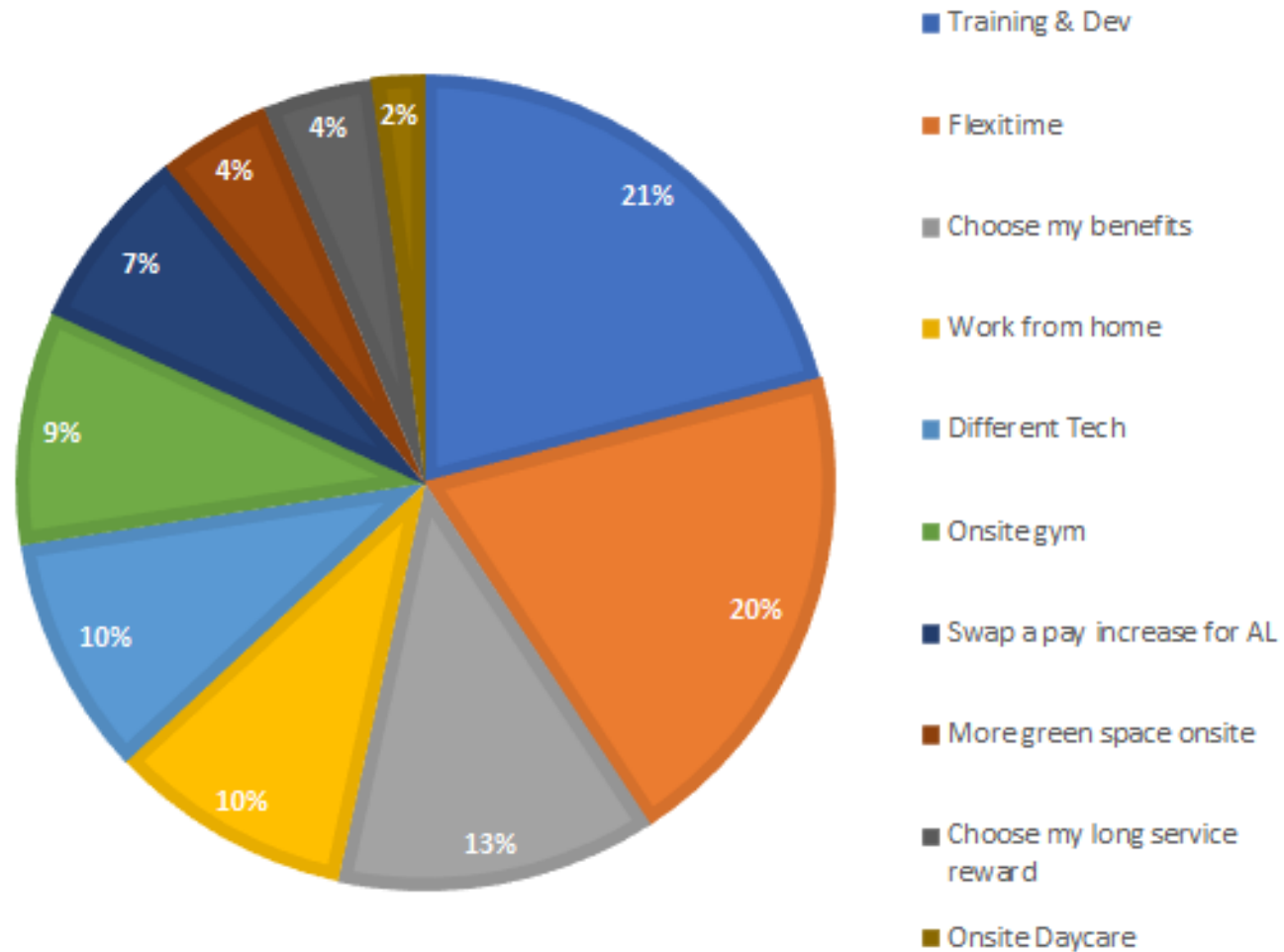
AUG 2019 – JAN 2020

- Insights distilled to themes
- Teams brainstormed follow up action ideas
- Teams started to implement follow up ideas



Future of Work – New Ways Of Working

OF VOTES



Future of Work - The Journey So Far

FEB 2020

Future of Work Expo #2

6 became 4

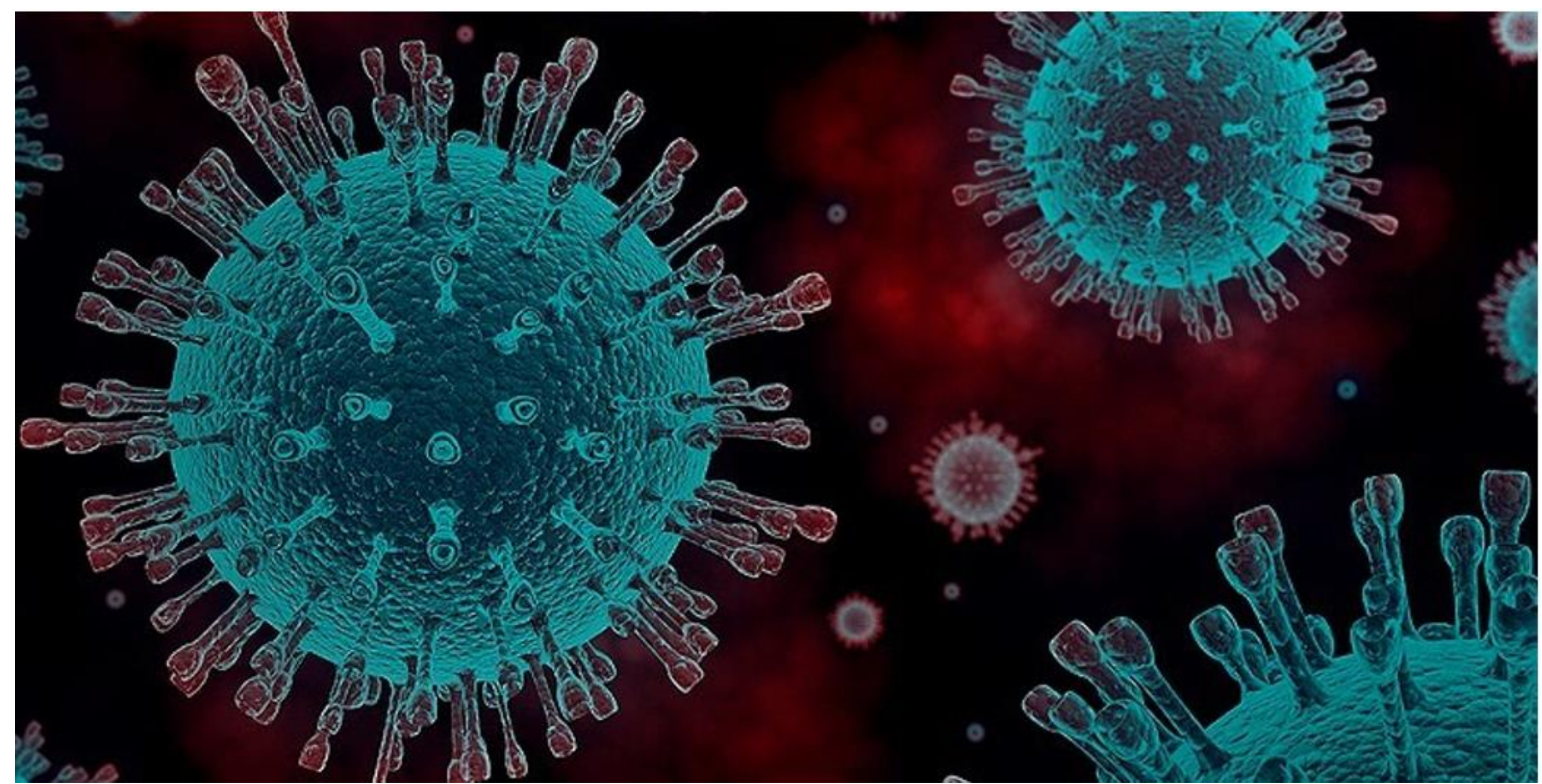
A common thread for three of the workstreams was leadership:

- Diversity of Thought
- Change Fit
- Visionary Intrapreneurship

These were merged into a new "How We Lead" workstream

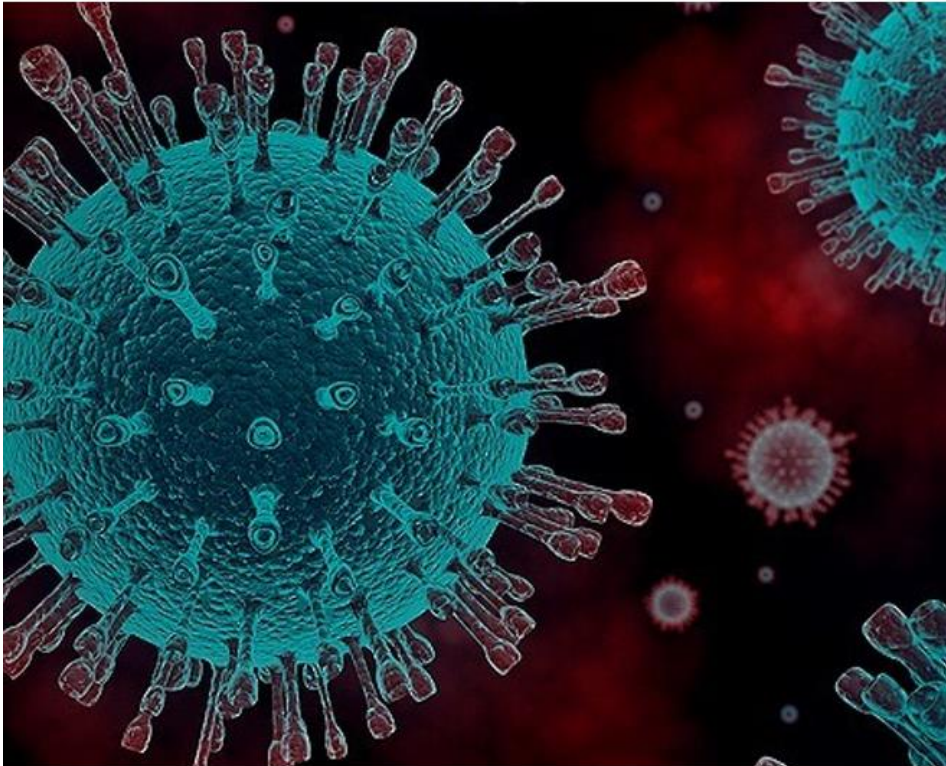
Insight updates + further VoC style workshops







Future of Work – How We Lead – Covid Impact



- Trust even more important
- Communication absolutely critical
- EQ & empathy even more important
- Clear strategy with outcome focussed action
- Decision making balance
- Staying connected to the team
- Processing the impact on yourself
- Mindful of default, under stress behaviours
- Good leadership tools & resources are key

Future of Work – New Ways Of Working – Covid Impact



Technology uptake

Office 365 – Teams launched Sept 2019, adoption soared during Covid

Considerations

Basic training
Extra for experts
Productivity



Flexi-location

A truly distributed workforce

Considerations

Reimagine office space
Team connectivity
Goal frameworks
Tech



Flexi-time

Fit in with life

Considerations

Team connectivity
Goal frameworks
Work/life boundaries



Leave usage

Temp policy - use as you accrue

Considerations

Increase attraction
Review allowances
Long service leave outdated



Thank you &
questions?

27th November 2020
Helen Camilleri

