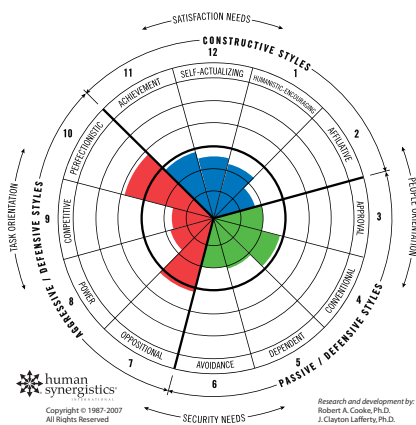


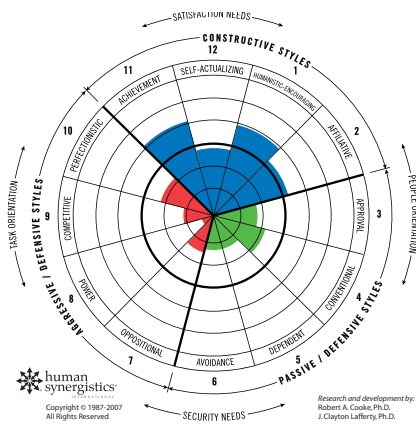


Culture Survey Results

Organisational Culture Inventory Test (2004)



Organisational Culture Inventory Re-Test (2007)



TASCORP is the central borrowing authority for Tasmania, supplying a range of financial products and services to Tasmanian State Authorities.

The CEO, John Hindmarsh, sees a major key to their transformation being the unearthing, and uncompromising adoption of shared values (quality, persistence and teamwork), which clearly defined TASCORP's cultural intentions.

This has led to positive changes in team member's intention to stay, role clarity, teamwork and cooperation, contributing to TASCORP achieving a significant increase in financial returns - a lift in ROE (Return on Equity) from 13.7% in the 2004/05 financial year to 17.5% in 2006/07.

Industry	Financial Services
Customers	State and local government enterprises in Tasmania
People	15
Assets	A\$6 billion
Revenue	A\$395 million
CEO	John Hindmarsh
Internal Change Agent(s)	Senior management team of Peter Blyth, Paul Fitzgerald, Bruce Rose, Raewyn Tietjens and John Hindmarsh
External Change Agents(s)	Mary Dwyer – Impact Solutions international, Margherita Larne-Jones and Margaret Pimblett – Human Synergistics
HSI Tools Used	Organisational Culture Inventory™ (OCI) (Preferred and Actual); Organisational Effectiveness Inventory™ (OEI)
Outcomes	Increased intention to stay, role clarity and teamwork and cooperation contributed to achieving a significant increase in financial returns (a lift in ROE from 13.7% in the 2004/05 financial year to 17.5% in 2006/07)