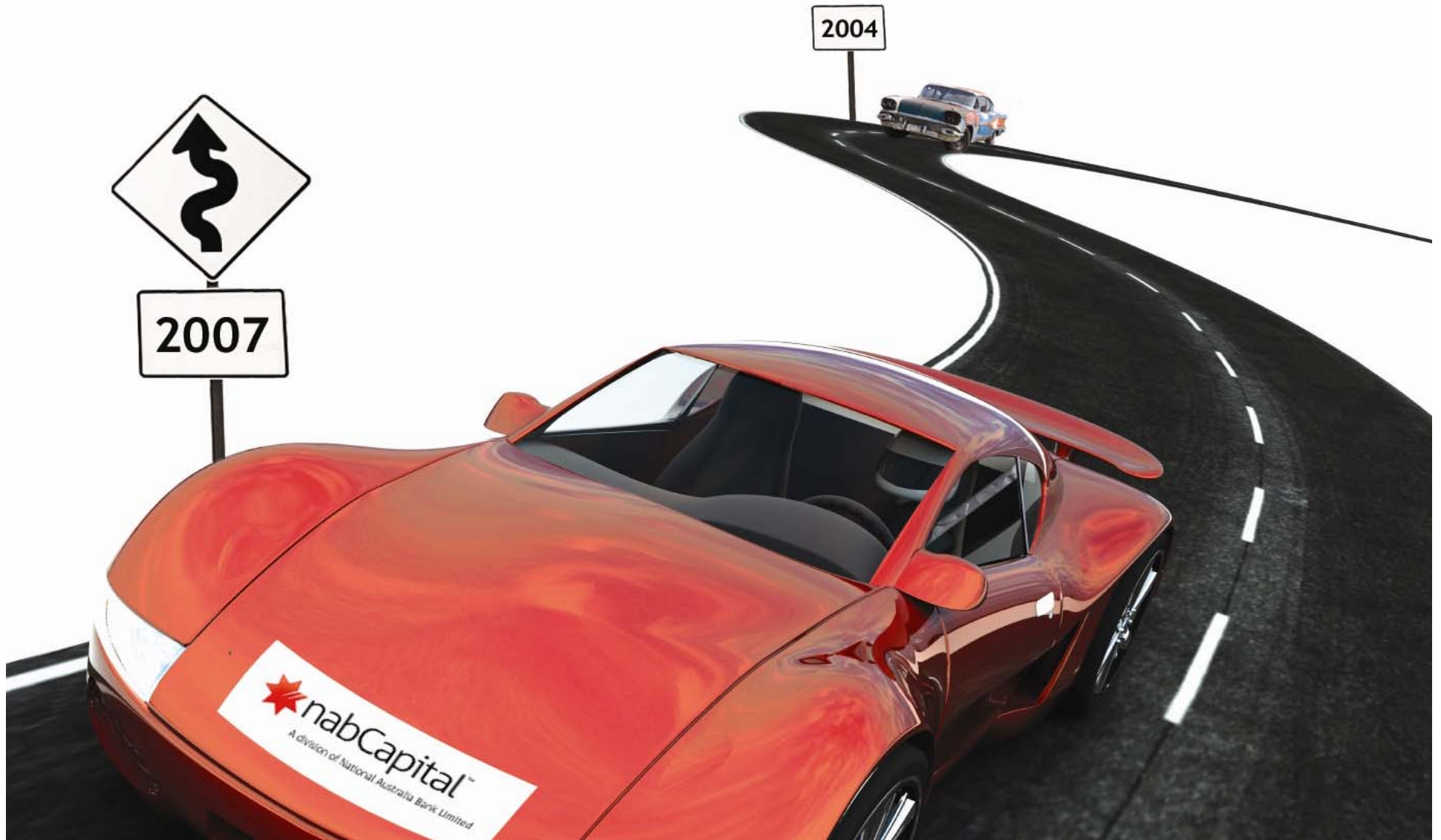


Backing You to Succeed



Agenda

Organisation Structure

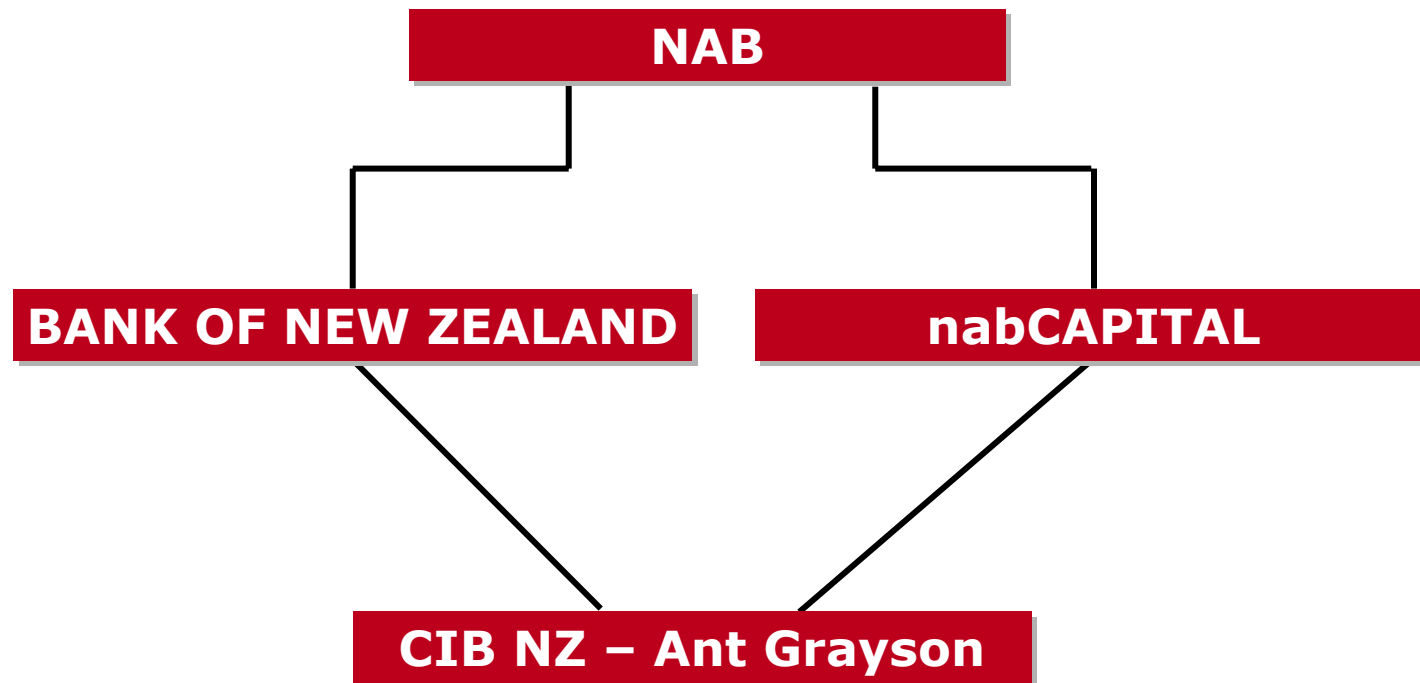
Background

OCI Feedback and Learnings

BluePrint Leadership Model

Lessons Learned

Organisation Structure



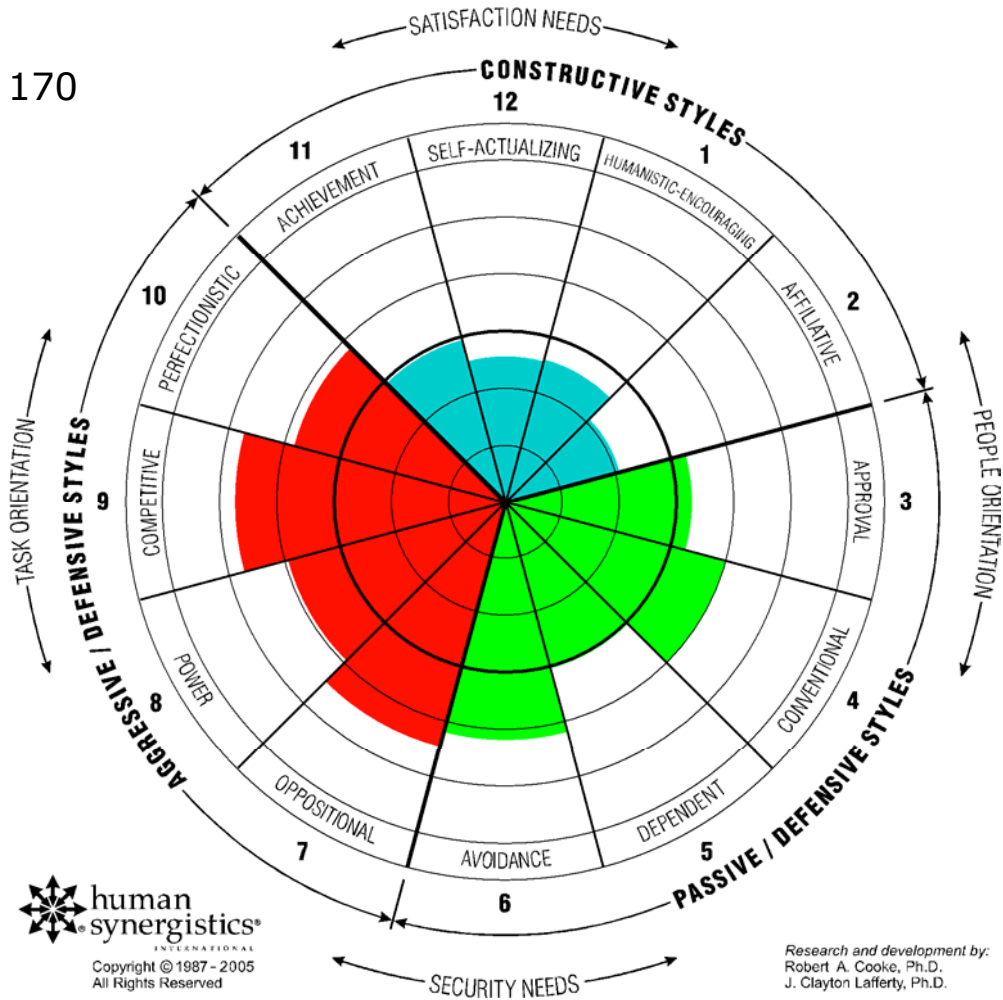
Background

- January 2004 – February 2006

OCI Feedback – CIB NZ

2006

Participation – 104 of 170



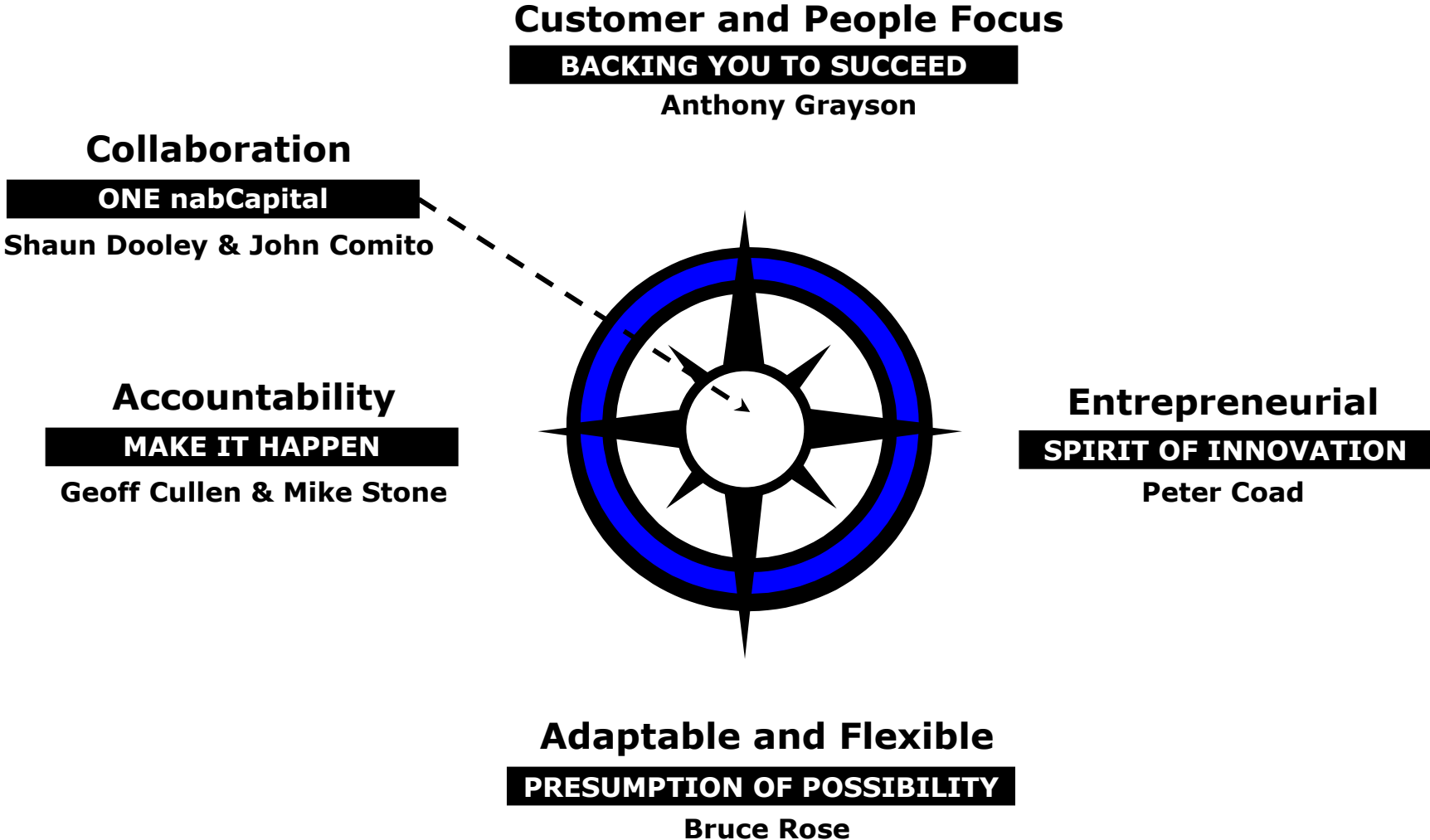
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OCI Feedback – Focus Groups 2006

- Clarify the direction – vision, strategy and identity
- Articulate leadership behaviours
- Build engagement through communication

BluePrint Leadership Model



OCI Feedback – Focus Groups 2007

- Accountability

Lessons Learned

- OCI
 - Simple but very effective tool
- BluePrint
 - Constructive behaviours will drive superior, sustainable returns
- Balance
 - Clients
 - Staff
 - Stakeholders
 - Community
- The road has no end ...