

Building Culture as a Foundation for Performance

Through leadership development, coaching, and open communication, Plan Group has fostered a culture where employees feel empowered, connected, and motivated to succeed. These initiatives have enhanced the employee experience, strengthened team dynamics, and improved overall business performance.



Background

Plan Group is a commercial construction company operating across Australia, delivering innovative fit-out, refurbishment, and construction solutions. With a strong people-first ethos, Plan Group has built its reputation on quality, collaboration, and long-term client success.

The Challenge

Plan Group recognised the powerful link between culture and performance. While the company had achieved success in the market, leaders saw an opportunity to further strengthen leadership behaviours and create a consistent, constructive culture across all levels of the business. They sought a clear roadmap to embed constructive thinking and behaviours into the organisation's DNA.

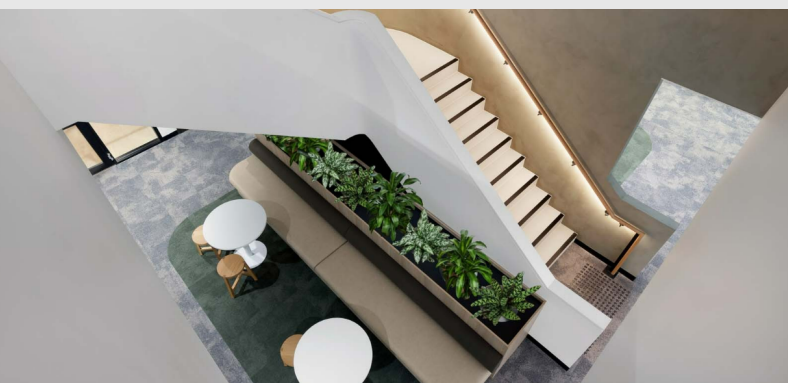
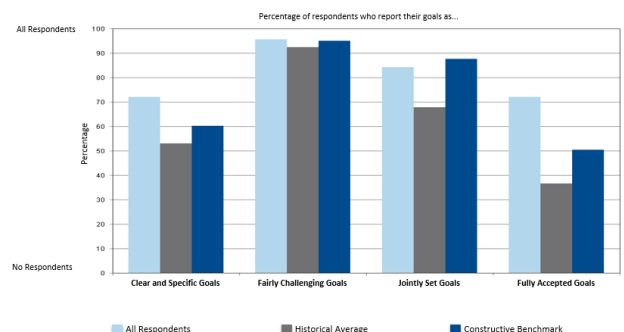
The Approach

In 2023, Plan Group partnered with Human Synergistics to gain a deep understanding of its culture and leadership practices. Using the Organisational Culture Inventory® (OCI), Organisational Effectiveness Inventory® (OEI), and Life Styles Inventory™ (LSI), the business was able to:

- Assess its current culture and leadership styles
- Identify areas of strength and opportunities for growth
- Build a roadmap for embedding constructive behaviours across the business

The program included leadership development workshops, one-on-one coaching, and a focus on transparent communication. Leaders modelled constructive behaviours, encouraging empowerment, collaboration, and connection throughout the organisation.

Systems: Goal Setting - JUNE 2025



The Results

Plan Group's investment in culture has delivered significant outcomes:

- Improved employee experience and engagement
- Stronger team dynamics and collaboration
- Greater alignment between leadership behaviour and organisational goals
- Enhanced business performance and resilience

Sustaining the Change

Rather than treating culture as a one-off initiative, Plan Group has committed to continuous development. Regular re-measurement using the OCI, ongoing LSI development, and accreditations ensure progress is sustained. Internal programs now help leaders and teams stay aligned with constructive behaviours and adapt to new challenges.

Plan Group Australia

awarded the 2025 Cultural Transformation Award



2025 Award

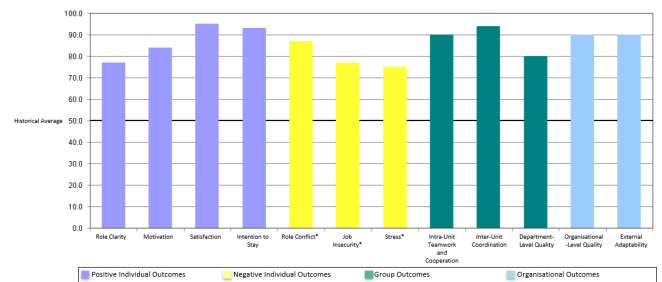


In 2025, Human Synergistics awarded Plan Group the CULTURAL TRANSFORMATION AWARD.

Each year Human Synergistics celebrate the Cultural Transformation and Sustainability achievements of high performing organisations and these are announced at our Culture & Leadership Conference annually.

Culture Transformation and Sustainability Awards recognise those organisations which have created a Constructive Culture or sustained a Constructive Culture on a subsequent remeasure using the Organisational Culture Inventory® (OCI).

Summary BarChart of Outcomes - Percentile Scores JUNE 2025



* In the Summary BarChart shown above, the scores for negative individual outcomes were reversed so that higher percentile scores signify more desirable results.

Key Insights

- Embedding culture is not a one-off initiative, but a continuous journey.
- Leadership modelling and coaching are critical for cultural change.
- Measuring progress with tools like the OCI and LSI provides clarity and momentum.

Current Culture VS. Ideal Culture - JUNE 2025

