

Constructive Leadership & Constructive Workplaces

A case study

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Human Synergistics Culture & Leadership Conference 2022



About AHRI

HR membership

HR certification

Community

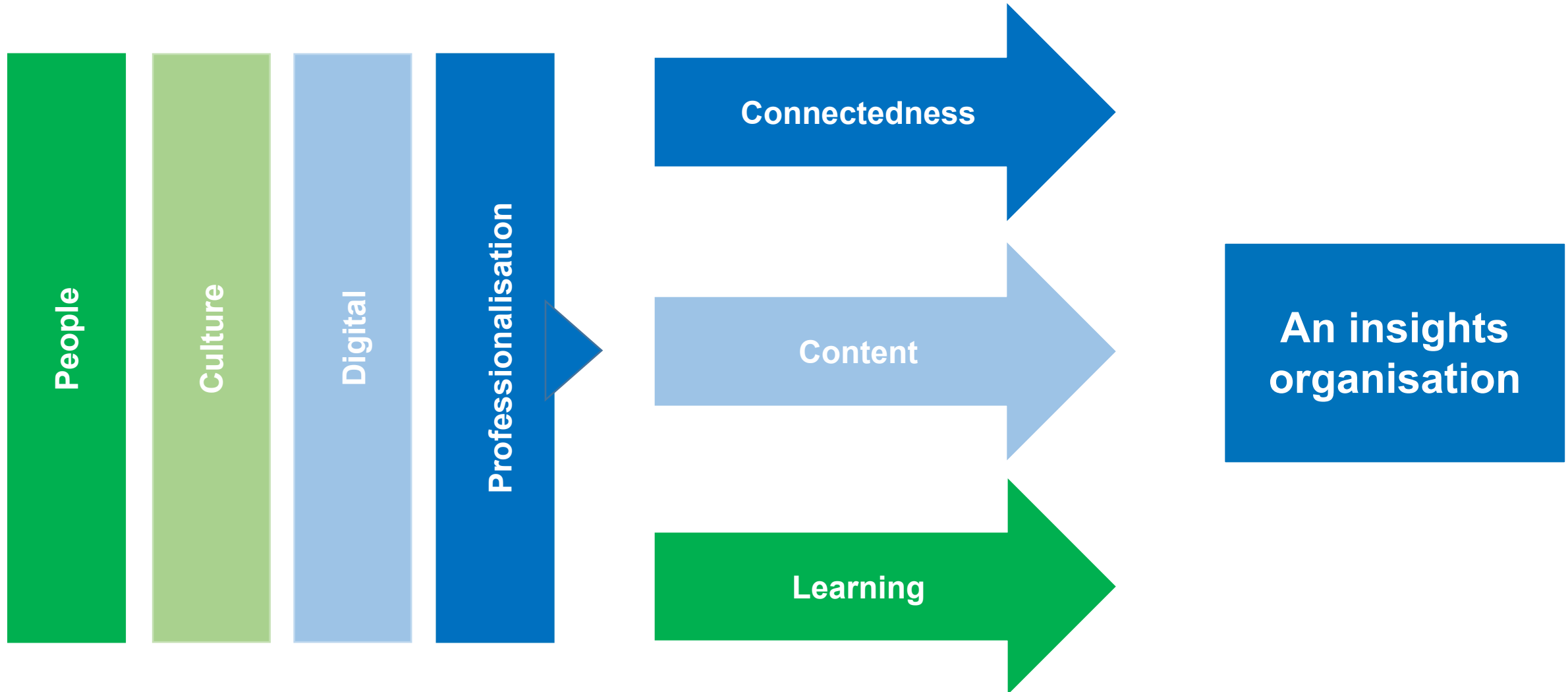
Insights

Advocacy

Learning



AHRI's Transformation



Culture Change at AHRI - Communication

Staff briefings

Information sharing

Weekly CEO blogs

Consistency of approach

LSI led leadership development



Culture Change at AHRI – Values & Behaviours



Trust – We are authentic and demonstrate trust & openness

Diversity – We build a strong sense of community and embrace diversity

Learning – We take responsibility for our own learning and seek to improve our capability

Evolving – We are innovative, agile and always evolving

Collaborate – We share ideas, feedback and challenge each other respectfully

Culture Change at AHRI – Coaching & Capability

Internal capability framework

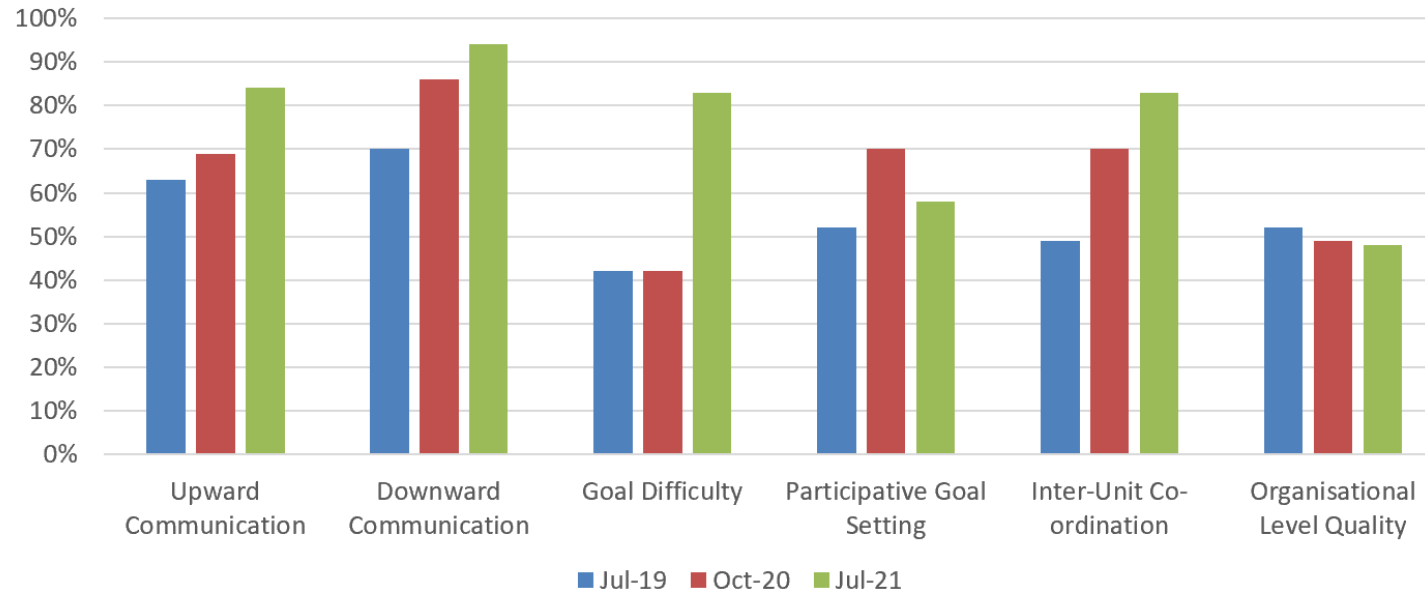
Individual development plans

Coaching culture



2021 Culture Pulse

Historical Average



Causal Factor	July 2019	October 2020	July 2021
Upward Communication	63%	69%	84%
Downward Communication	70%	86%	94%
Goal Difficulty	42%	42%	83%
Participative Goal Setting	52%	70%	58%
Inter-Unit Co-ordination	49%	70%	83%
Organisational Level Quality	52%	49%	48%

AHRI's Business Outcomes

Digital systems launch

Learning management system

Blended short courses

Membership model

AHRI Assist content uplift

Australian HR Capability Framework

New senior certification pathways



AHRI: Advancing HR to benefit people, workplaces & business

