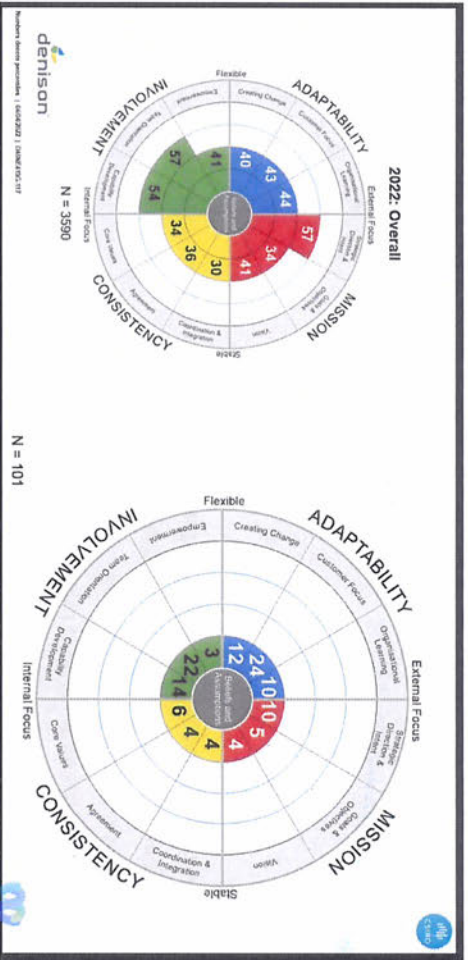


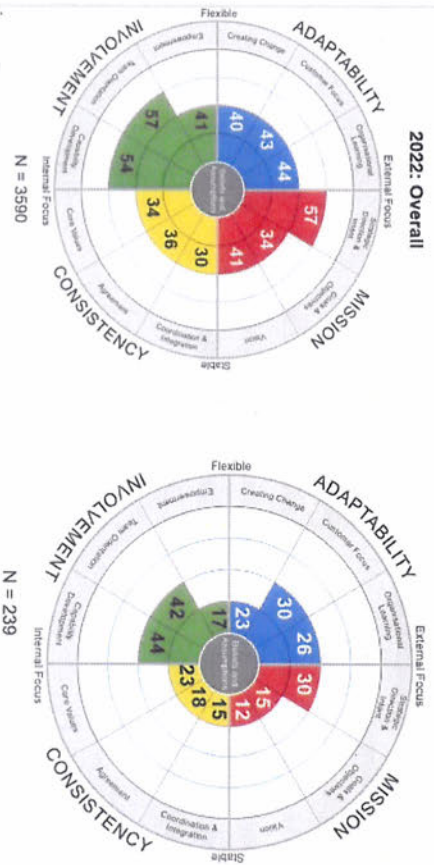
CSIRO

Climate Science Centre



CSIRO

2022 Business Unit: OCEANS & ATMOSPHERE



Details of climate science centre results

Mission 2022 Business Unit: OCEANS & ATMOSPHERE

In CSIRO...

Strategic Direction & Intent

There is a long-term purpose and direction for CSIRO.

Our strategy leads other organisations to change the way they work in the industry.

There is a clear purpose that gives meaning and direction to our work.

There is a clear strategy for our future.

Goals & Objectives

There is widespread agreement about goals.

Leaders set goals that are ambitious, but realistic.

CSIRO's leadership has clearly stated the objectives we are trying to meet.

We continuously track our progress against our stated goals.

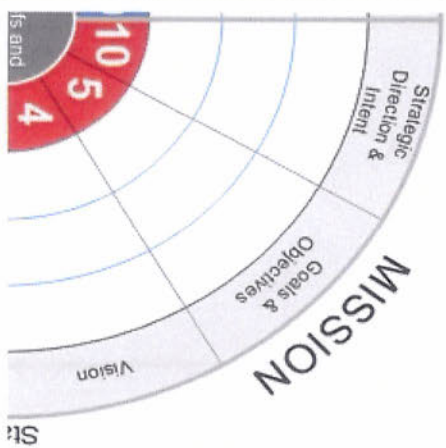
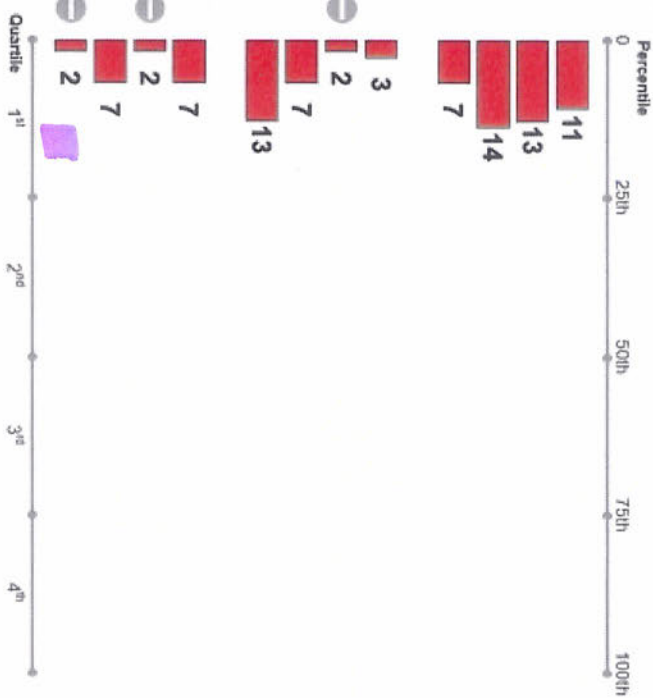
Vision

We have a shared vision of what CSIRO will be like in the future.

Leaders have a long-term viewpoint.

Our vision creates excitement and motivation for our people.

We are able to meet short-term demands without compromising our long-term vision.





In CSIRO...



Core Values

The leaders and managers do what they say they'll do.

There is a clear and consistent set of values that governs the way we work.

When people ignore our organisational values, they are held accountable.

There is an ethical code that guides our behaviour and tells us right from wrong.

Agreement

When disagreements occur, we work hard to achieve "win-win" solutions.

There is a clearly defined culture.

It is easy to reach consensus, even on difficult issues.

There is a clear agreement about the right way and the wrong way to do things.

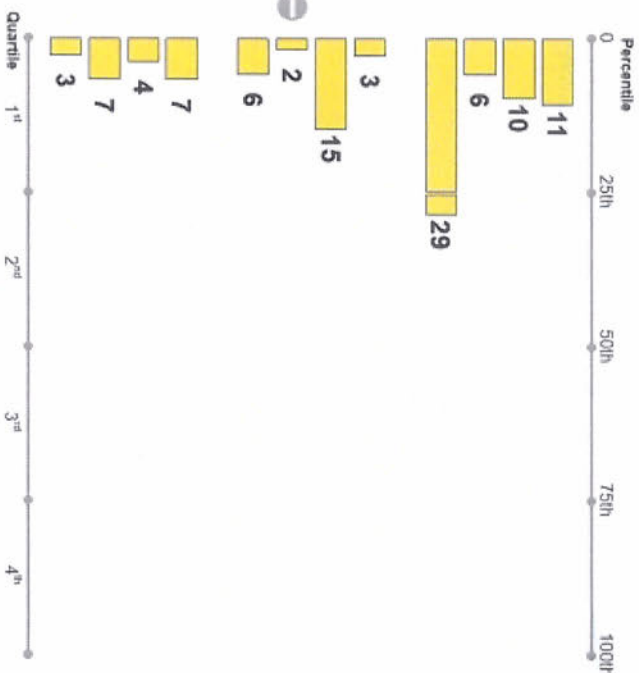
Coordination & Integration

Our approach to how we work is very consistent and predictable.

People from different parts of CSIRO share a common perspective.

It is easy to coordinate projects across different parts of the organisation.

There is good alignment of goals across levels.



In CSIRO...

Empowerment
Decisions are usually made at the level where the best information is available.
Information is widely shared so that everyone can get the information they need when it's needed.

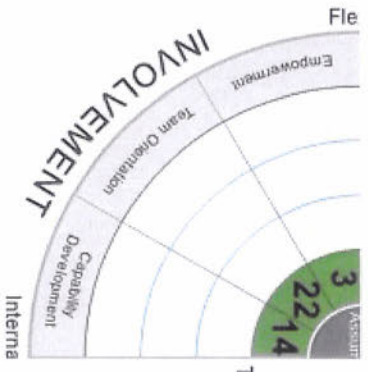
Business planning is ongoing and involves everyone in the process to some degree.
Everyone believes that they can have a positive impact.

Cooperation across different parts of CSIRO is actively encouraged.
Teamwork, rather than hierarchy, is used to get work done.

People work like they are part of a team.
Teamwork, rather than hierarchy, is used to get work done.

Authority is delegated so that people can act on their own.
The capability of our people is constantly improving.

There is continuous investment in the skills of our people.
The capabilities of our people are viewed as an important source of competitive advantage.



In CSIRO...

We respond well to changes in our operating environment (such as those caused by government, partners, customers, competitors etc.).

Creating Change

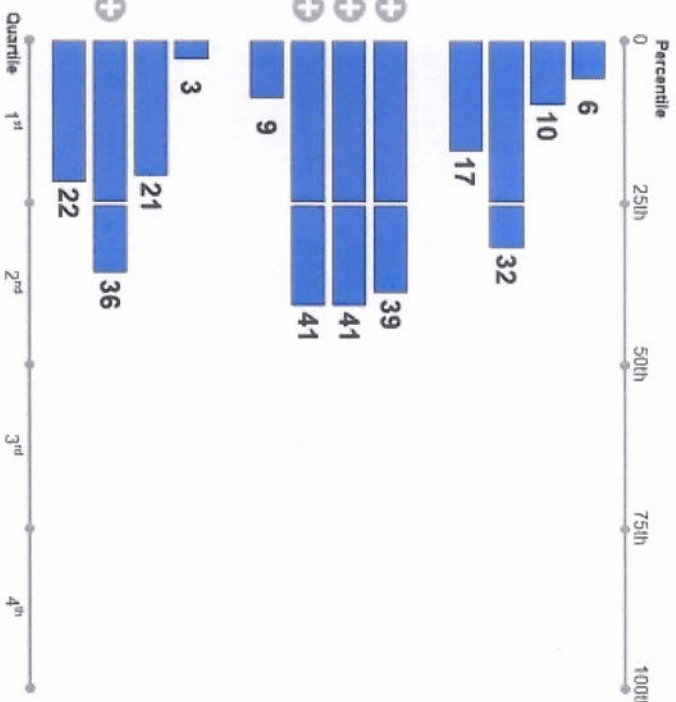
- The way things are done is very flexible and easy to change.
- New and improved ways to do work are continually adopted.
- Different parts of CSIRO often cooperate to create change.

Customer Focus

- Customer comments and recommendations often lead to changes.
- Customer input directly influences our decisions.
- We all have a deep understanding of customer wants and needs.
- We encourage direct contact with customers by our people.

Organisational Learning

- We view failure as an opportunity for learning and improvement.
 - Innovation and appropriate risk taking are encouraged and rewarded.
 - Learning is an important objective in our day-to-day work.
- We make certain that everyone is informed about what is going on across the organisation.



Custom Items
2022 Business Unit: OCEANS & ATMOSPHERE



DISAGREE

TEND TO DISAGREE

?

TEND TO AGREE

AGREE

In CSIRO...



Custom Items
2022 Business Unit: OCEANS & ATMOSPHERE

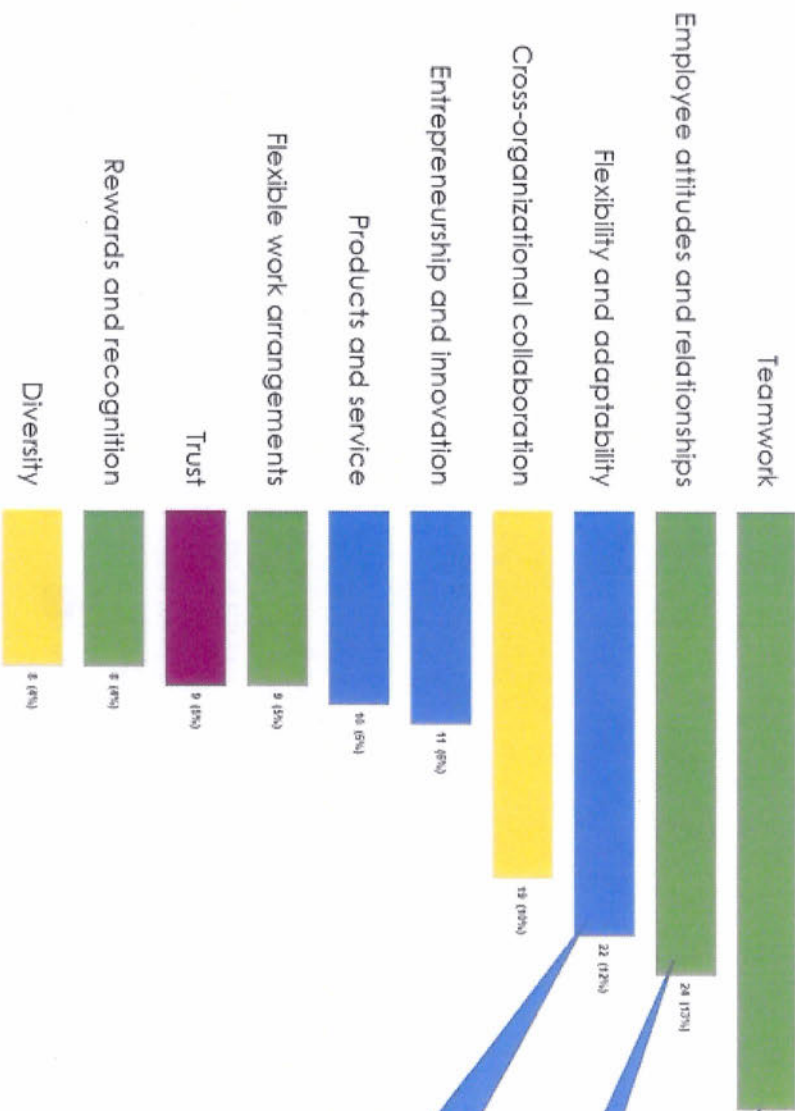


In CSIRO...

	MEAN	RESPONSE DISTRIBUTION (%)					
		10	15	12	17	30	9
In the last month, I have mostly felt enthusiastic at work.	3.41	13	15	12	17	38	22
People are treated with respect here, regardless of their job.	3.79	4	7	11	45	33	17
My work gives me a sense of personal accomplishment.	4.21	5	28	15	37	17	17
On balance, my job provides me with stimulating challenges without overwhelming me.	3.55	4	19	49	27	28	6
In my project/work area we actively seek to understand customer requirements and expectations.	4.14	19	22	26	27	28	6
Senior leaders (ET, BU & ESS Directors) communicate a clear direction for CSIRO.	3.08	13	26	24	28	9	9
CSIRO does an excellent job of keeping employees informed about matters affecting us.	3.22	13	26	24	28	9	9
To what extent does CSIRO have a culture of collaborative networks.	3.42	4	17	43	33	3	3



What is one aspect you would like to preserve about the culture at CSIRO?



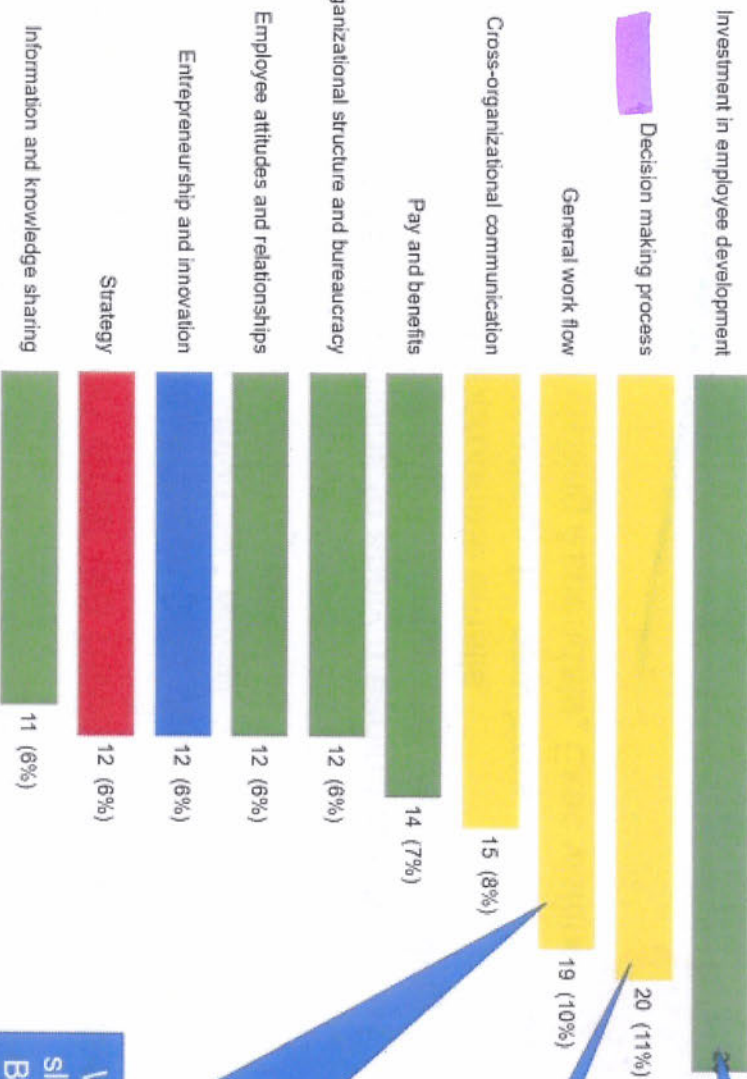
The incredible support we received during the pandemic has increased my appreciation of "Team CSIRO" where we care about each other at the individual level and are a little more understanding of the complexities of each others lives

Pride in working at CSIRO, our long history and that we are a family and embrace the diversity that comes with being a family.

CSIRO culture provides flexibility in staff working environments, allowing them some freedom in the way they do their science. When staff have flexibility and responsibility to "grow" their roles and the science they do, CSIRO encourages this by promotion and one-off rewards.



What is one aspect you would like to change about the culture at CSIRO?



Not enough opportunities for ECRs and Post-Docs, but also staff who are junior and may be trying to progress their careers. Support is very hard to come by, opportunities are competitive amongst team members and it is getting harder to take smaller grants and build those skills over time, and also simultaneously learn about the internal CSIRO procedures as a project lead.

Lack of transparency about decisions made at the top - being told it is part of the strategy or the policy is not enough

Willingness to take risk - actions are slow, conservative and not agile in my BU. There isn't an appetite to fast fail. We can't quickly respond to the private sector and therefore lose opportunities.



What I commit to:

- Engaging with CSC staff to understand what the challenges really are.
- Consulting as we design changes to address cultural issues.
- Reporting back on what we have done to address culture.
 - CSC all staff presentation (and duck survey!)
 - Sharing the monthly CSC report
 - Sustainable Allocation guidelines
 - EMCR group
 - Setting up Domains to apply meaning to O&A strategy. Highlighting essential obs and modelling
 - Calling out inappropriate emails.
 - Increasing transparency for new hires.
 - Peter Mayfield visiting Aspendale, Exec visiting more sites

