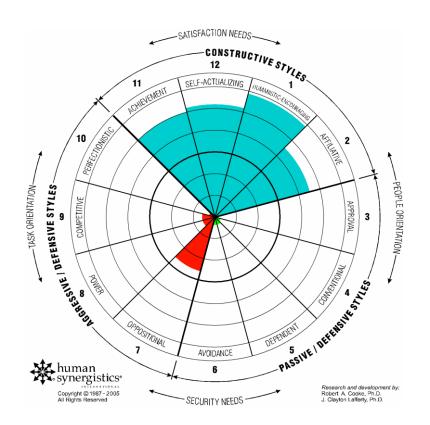
Environmental problem solving and organisational culture – working together to get the best outcomes

**ENVIRONMENT PROTECTION AUTHORITY** 



# **EPA's Cultural Direction**



#### **Humanistic Encouraging:**

- resolve conflicts constructively
- help others to grow and develop
- encourage others

### Self Actualising:

- maintain their personal integrity
- communicate ideas
- enjoy their work

#### Achievement:

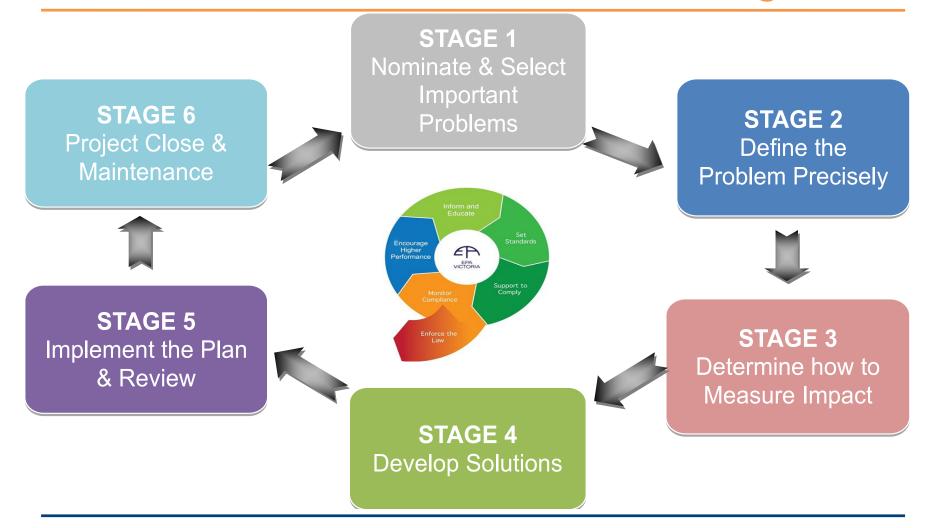
- think ahead and plan
- know the business

#### Affiliative:

- deal with others in a friendly, pleasant way
- use good human relations skills



## **Environmental Problem Solving**





### It's Complicated.....and Messy

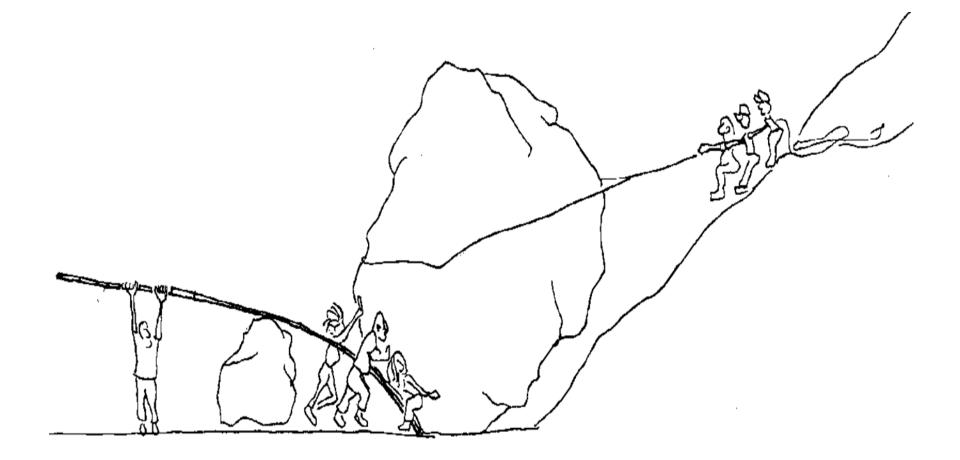


"Just how many ways are there to skin a cat?"



Environmental Problem Solving & Organisational Culture 4

# So Why Change?



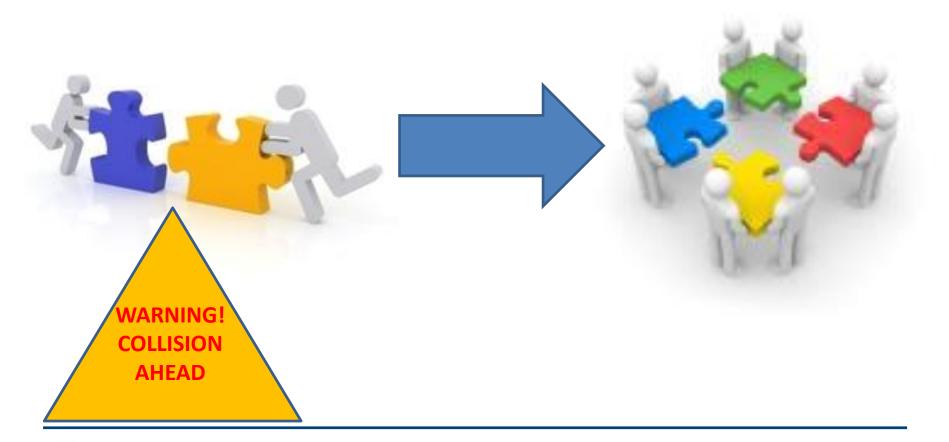


### Getting the Right Trades and Tradies





## Shifting Culture and Problem Solving





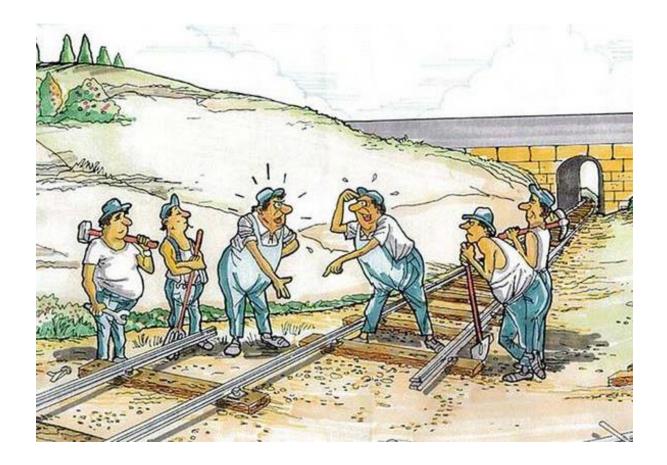
Environmental Problem Solving & Organisational Culture 7

## Case Study 1 - Electroplaters





### Case Study 2 – Illegal Dumping in Quarries





Environmental Problem Solving & Organisational Culture 9

# Key Lessons

- Executive Leadership is Critical
- Governance frameworks must allow for true collaboration
- Don't pick up the tools!
- Hard to shift out of ingrained transactional delivery model



## Where to From Here?

KEEP CALM AND CARRY ON

