



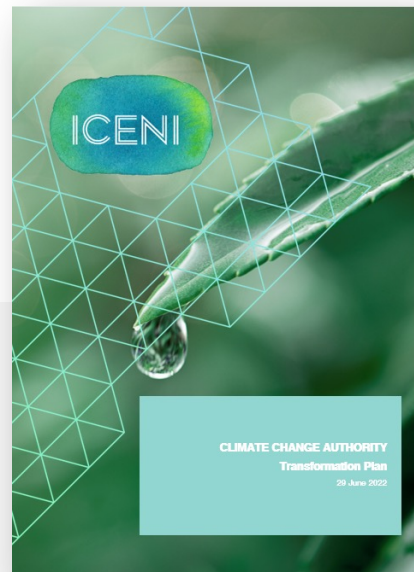
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Plan in place to restore the role of independent climate change advisor

Climate Change Authority, Restoration Program

Summary

In this success story, we discuss how Iceni and the Climate Change Authority collaborated to develop a transformation plan to navigate climate change policies, drive organisational growth and support the agency's staff and leadership.



CCA's challenge

The Climate Change Authority (CCA) faced the challenge of realigning with Labor's Powering Australia Plan, necessitating the identification of a work program for delivery and exploration of options to address organisational structure and resourcing requirements. It was crucial for the CCA to effectively respond to the plan's objectives while maintaining stability and adaptability.

Recognising Iceni's deep expertise in organisational design and strategic planning, the CCA engaged us to provide advisory support and develop a transformation plan to achieve the organisational intent and objectives of the Powering Australia Plan.

Our approach

Iceni assembled a dedicated team with expertise in organisational transformation and change management. We recognised the significance of building trust early in the partnership, acknowledging the short timeframe within which the CCA had to understand and maximise the opportunities presented to them.

To begin, we conducted an in-depth review of the CCA's strategic intent, functions and program materials. This comprehensive assessment provided valuable insights into the organisation's current state and served as a foundation for the development of the transformation plan.

Leveraging our expertise, we developed a range of organisational design options tailored to the CCA's unique needs. These options considered the CCA's role, functions and resource commitments, ensuring a holistic approach to supporting growth and alignment with the Powering Australia Plan. Iceni recognised the importance of maintaining organisational stability while enabling flexibility to accommodate future growth scenarios.

To ensure the transformation plan was robust and actionable, we designed a future work program that encompassed stakeholder engagement and communication requirements. This was used to collaborate with key stakeholders, including the CCA's executive team and other internal and external partners. By engaging stakeholders throughout the process, Iceni fostered a sense of ownership and commitment, ensuring a smoother implementation of the transformation plan.

A key aspect of Iceni's approach was the facilitation of a prioritisation workshop with the CCA's leadership team. This workshop brought together key decision makers to build a shared understanding of the work program necessary to drive growth and effect organisational change over the next 12 months. By aligning the leadership team's perspectives and aspirations, Iceni ensured that the transformation plan reflected the organisation's unique needs and goals.

Value-adds

By partnering closely with the CCA, Iceni successfully gained real-time insights into the organisation's perspectives and challenges. This allowed for the development of a growth plan that was responsive to their current practices and future growth needs.

In addition to addressing structural changes, Iceni actively co-designed the foundations for an authority that was fit for purpose and aligned with the government's agenda. This comprehensive approach encompassed broader considerations, including strategy, organisational culture, people, systems and processes.

Throughout the engagement, Iceni maintained close collaboration with the CCA's leadership team. By promoting open communication, we facilitated the integration of the CCA's perspectives and aspirations into the transformation plan, strengthening ownership and commitment among the leadership team. Iceni's expertise in change management and organisational design also provided valuable guidance to the CCA, ensuring that the transformation efforts were well-coordinated and aligned with the organisation's vision.

Client Outcome

As a result of Iceni's collaborative approach, the CCA now possesses a comprehensive roadmap for transformation that is flexible and responsive to their future needs. This transformative plan enables the CCA to adapt to changing government requirements while positioning them as leaders in addressing climate change.

Equipped with a clear strategic pathway, the CCA can confidently drive impactful change within their organisation, supporting their staff and leadership in navigating the evolving landscape of climate change policies and initiatives.