180 YEARS

Australian Unity
Real Wellbeing

Village Summit 2021

Village Team Culture

Beverly Smith
Executive General Manager Residential Communities
Australian Unity

180 YEARS

Australian Unity
Real Wellbeing

Acknowledgment of Country

What is Culture?

180 YEARS | Australian Unity
Real Wellbeing

1. **Organisation: how can we walk our talk?**

2. **Village: how do we get stuff done around here?**

3. **Team: how is our Culture a conscious choice?**

Organisation: how can we walk our talk?

180 YEARS | Australian Unity Real Wellbeing

- **Vision, Values and Behaviours**
- **Tone from the Top**
- **What gets measured gets managed**

Organisation: Australian Unity essence

180 YEARS | Australian Unity Real Wellbeing

180 years

We've been supporting the wellbeing of Australians since 1840.

Member-owned

Additional flexibility to invest in the products and services that matter most to our members, customers and the community.

Wellbeing experts

For more than 20 years we've partnered with Deakin University to measure the wellbeing of Australians.

Organisation: Australian Unity values

180 YEARS | Australian Unity Real Wellbeing

Bold

Warm

Honest

Village: how do we get stuff done around here?

180 YEARS | Australian Unity Real Wellbeing

- **Village stories, symbols, routines and rituals**

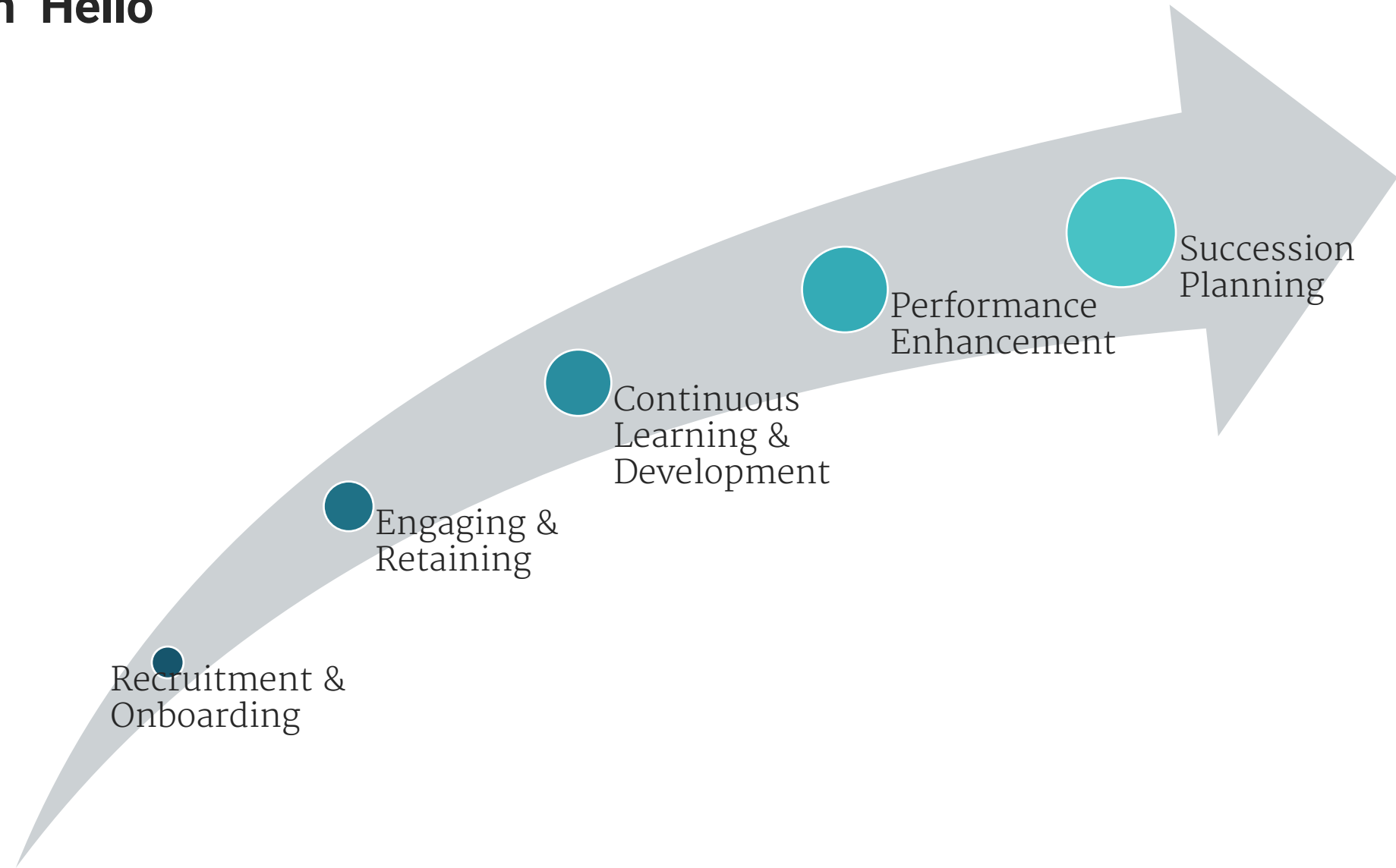
- **Symbols – car parking, office door, walking the village**

- **Daily routine, Weekly routines, Monthly meetings, Quarterly meetings, Annual meetings**

Team: how is our Culture a conscious choice?

180 YEARS | Australian Unity Real Wellbeing

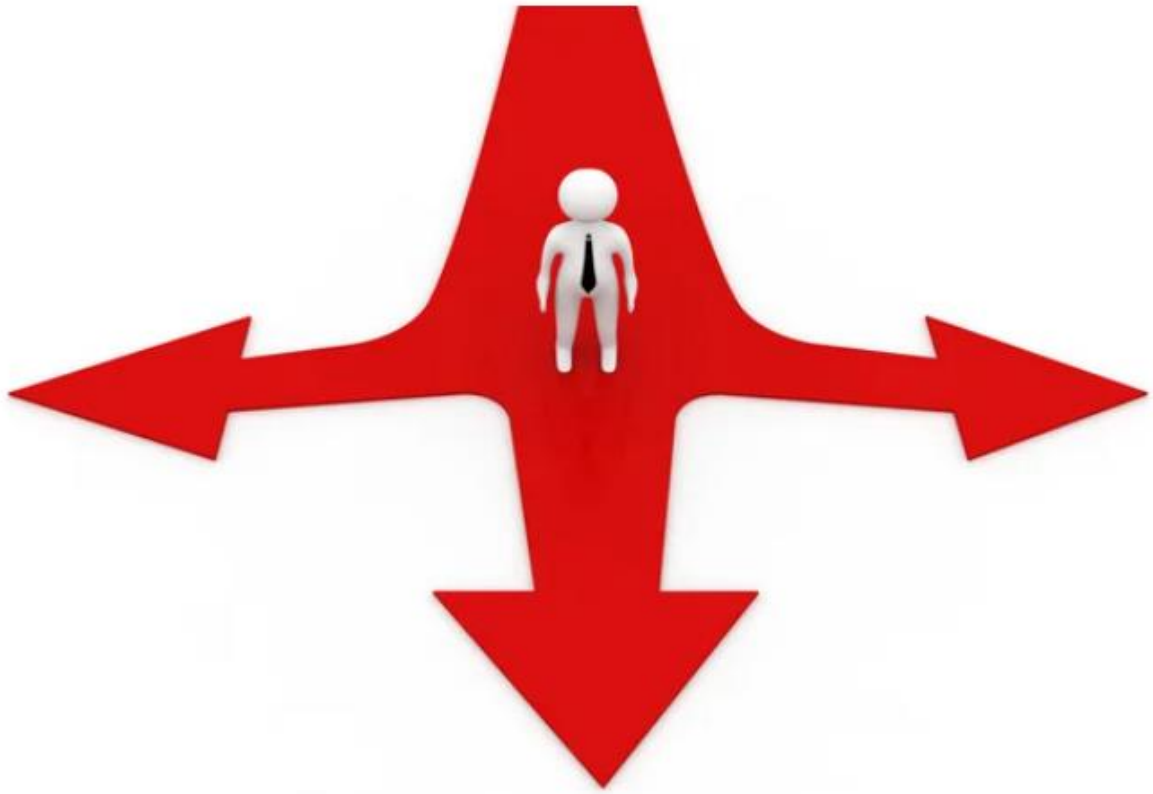
Starting with Hello



Team: career progression and growth

Keeping open to options

Lateral move

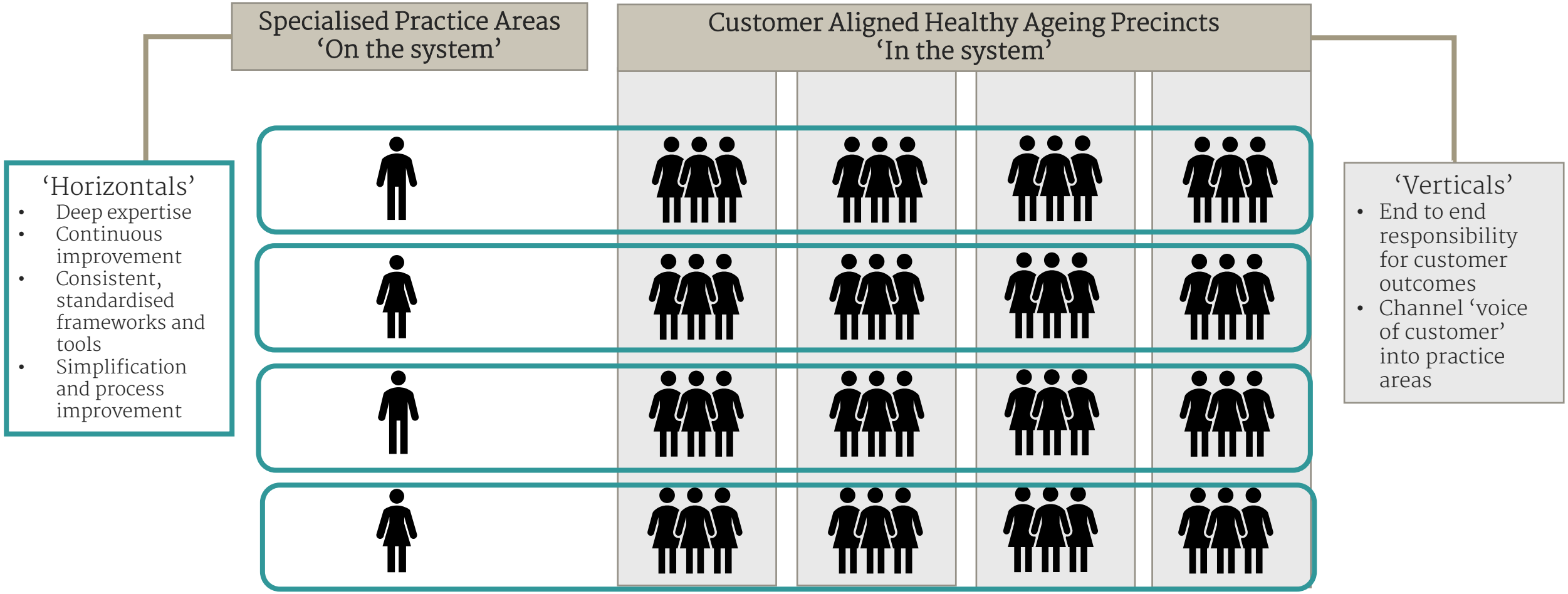


Lateral move

Promotion

Team: career progression and growth

Different specialisations



Culture is a team sport

180 YEARS

Australian Unity

Real Wellbeing