Reform Team

An introduction to the Reform program

OBJECTIVES

Drive, facilitate and enable the Department of Planning, Transport and Infrastructure (DPTI) reform agenda to create an agency that is more collaborative, innovative, and connected to the community.

This genuine collaboration will unlock the capacity, innovation and expertise within DPTI’s workforce and consistently deliver excellence.

STRATEGIC CONTEXT

The SA Government’s Modern Public Service policy draws together initiatives from across government with the aim of building a modern and capable public sector that works together with citizens, business and communities to deliver results for South Australia.

DPTI commenced a significant rejuvenation process in 2014, starting with a transition in structure to a function based model to enable the department to be led and managed in a way that:

• adheres to the values and principles of ethical behaviour;
• fosters excellence in governance, leadership and collaboration; and
• creates a performance culture that is efficient, adaptive and flexible to meet the needs of a changing society.

With the structural changes of the transition being largely completed, the current focus is now on embedding changes and driving operational efficiencies across the agency.

SCOPE

The scope of the Reform Team includes:

• Facilitating workshops with DPTI business areas to identify issues affecting efficient integration, customer service and operational performance.
• Leading the development of improvement plans to enhance team and business performance.
• Monitoring the implementation of improvement plans.
• Providing advice (tactical and strategic) to the DPTI Executive on the Reform Program Implementation in relation to potential areas of improvement.

REFORM TEAM

The Reform Team is structured as follows:

- Rebecca Timmings, Manager Reform
- Janelle Sollitto, Senior Reform Facilitator
- Bill Zhang, Senior Reform Facilitator
- Juanita Chester, Senior Reform Facilitator
- VACANT, Senior Reform Facilitator
- Sophia Izzo, Reform Facilitator
MEASURING SUCCESS

Monthly reporting through the PMO ‘A3 process’ to executives will focus on how DPTI is tracking with regards to:

- Progress against individual reform project plans and the overarching approved program of reform work.
- Delivered structural and functional change within DPTI, i.e. better aligned and efficient business functions and structures.
- Achievement of milestones and other deliverables as identified in Reform Workshop Improvement plans.
- General consensus / feeling within DPTI workforce that further ongoing change has been initiated from within, and implemented by, the business.

HOW WE WILL OPERATE

The newly formed Reform Team will:

*Continue the ongoing process of aligning business functions and structures to reduce duplication, identify continual improvement opportunities and deliver better services to the people of South Australia*

Through:

*Co-ordination, facilitation, challenging, enabling and supporting the organisation to assess and continually improve its approach to wider reform across the department.*

The Reform Team will support the Chiefs and Senior Leadership Group in implementing business reforms that build on the strengths of the organisation in line with the Government’s vision of rejuvenating its public sector. The Reform Team will work ‘with’ and ‘in’ the businesses in a spirit of collaboration and consistent with the DPTI values.

Our engagement strategy encompassing this project will focus on three key phases:

- discover what the perceptions are with regard to how DPTI delivers services to the community under the newly aligned business functions and structures through on-site business reviews, respectful challenging, workshops and feedback received through DPTI:Reform Team Feedback;