The business challenge

Infigen Energy prides itself on creating an overall workplace culture that is fun, inspiring, and makes employees feel valued and contribute to the overall success of the company. However, results of their annual staff engagement survey across Australia and USA revealed that its internal culture was suffering and not living up to the vision that management had set.

In order to maintain a capable, agile and motivated team, Infigen’s Managing Director, Miles George, recognised that their culture needed to change.

Accepting that culture is influenced by leadership, Miles initiated a leadership development program that focused on delivering a high performance culture. He acknowledged that in order for the program to be successful it needed to reach all levels of management, including their emerging leaders.

The AGSM experience

Upon approaching several institutions, Infigen quickly realised that an off-the-shelf program wouldn’t work. “AGSM suggested a tailored solution and were prepared to work with us to develop a program that would meet the requirements of all levels of management across our organisation. This worked tremendously well”, Miles said.

Over a 9-month period, AGSM delivered capability development to 60 managers in Australia and the USA with the goal of creating a common leadership culture where all levels of management could work as one team.

“AGSM’s flexibility meant they were able to modify the program content between modules, inject different concepts and use a variety of facilitators in order to cater for differing needs and to extract the most from each learning experience. Highlights included the interactive experiential activities involving 360 degree feedback, coaching and the opportunity to reflect on personal leadership style”, Miles added.

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The impact

Almost immediately, Infigen noticed profound improvements to their leadership team's capability including overall performance, accountability and commitment.

Over time this lead to greater trust between managers, improved collaboration, and team work. "We now take time to reflect on the changes that we have made as a result of our AGSM experience and encourage a culture of continuous improvement. We have successfully transformed our culture and now have a collaborative leadership team, working together to reinforce and support this.

For more information

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