

PRODUCTIVTY PERFORMANCE

Productivity Maturity

OPERATIONALLY EXCELLENT

Leadership Culture

- ✓ Leadership has active roll in productivity improvement
- ✓ Proactively identify opportunities and take action
- $\checkmark\,$ Planning our work, it's how we do business
- E ✓ Analysis drives strategic business improvement

PREDICTABLE Ownership Culture

- ✓ Leadership championed program
- ✓ Lessons are learned, new ideas are welcomed
- ✓ Procedures are owned by the workforce/project team
- ✓ Risk mitigation planned

Compliance Culture

COMPLIANT

- ✓ Executive sponsorship secured
- ✓ Plan the work and measure progress
- ✓ Risks Assessed
- ✓ Structured program consistently applied & audited

REACTIVE

- **Blame Culture**
- ✓ Executive sponsorship explored
- ✓ Productivity is important, we do a lot when productivity is poor
- ✓ Program lacks consistency, need for governance recognized
- ✓ Metrics explored

No Care Culture

- ✓ Workforce practices applied without analysis of impact
- Workers are overbooked or idle
- ✓ No program, or governance

ORGANIZATIONAL CULTURE