TSRA Executive Themes, Goals and Actions

	Theme 1: Leadership & Communication	Theme 2: Wellbeing, Workload & Culture	Theme 3: Innovation, Collaboration & Change
Goals	• Build consistent, transparent, and trusted leadership across all levels.	• Create a healthy, respectful, and sustainable working environment.	• Foster a culture that supports innovation, cross-agency collaboration, and effective change management.
Action 1	• Establish clear communication rhythms through monthly CEO-led updates and structured weekly team check-ins led by Directors.	• Coordinate a structural realignment review of workload and resourcing to identify pressure points and rebalance of work where needed.	• Implement structured change management practices with clear impact summaries, consultation timelines, and transparent rationale.
Action 2	• Increase participation rates for the 2026 APS Census, implementing a leadership-driven communication strategy in which executive leaders actively champion the importance of census completion.	• Strengthen wellbeing support by improving awareness of resources and embedding wellbeing check-ins into supervision.	• Enable and recognize innovation through an innovation staff awards category awards category and a safe-to-fail learning culture.
Action 3	• Increase leader (CEO, EL2, EL1) visibility through regular walk-arounds, open forums, and direct engagement with teams.	• Reinforce inclusive and respectful behaviours through capability training and clearer expectations for workplace conduct that is in accordance with the APS Code of Conduct and Values.	• Strengthen collaboration by establishing cross-functional working groups on projects and improving internal communication channels.