

Welcome!

①

30

55

People who work for us!

2. 33

6. 24

30 + 47 All Australians

7. 10

140

Who have contributed

123

100x

• Alignment,  
• Relevance - remaining

MC

②

um Direction

• Guide business Strategy

- Mgmt & direction

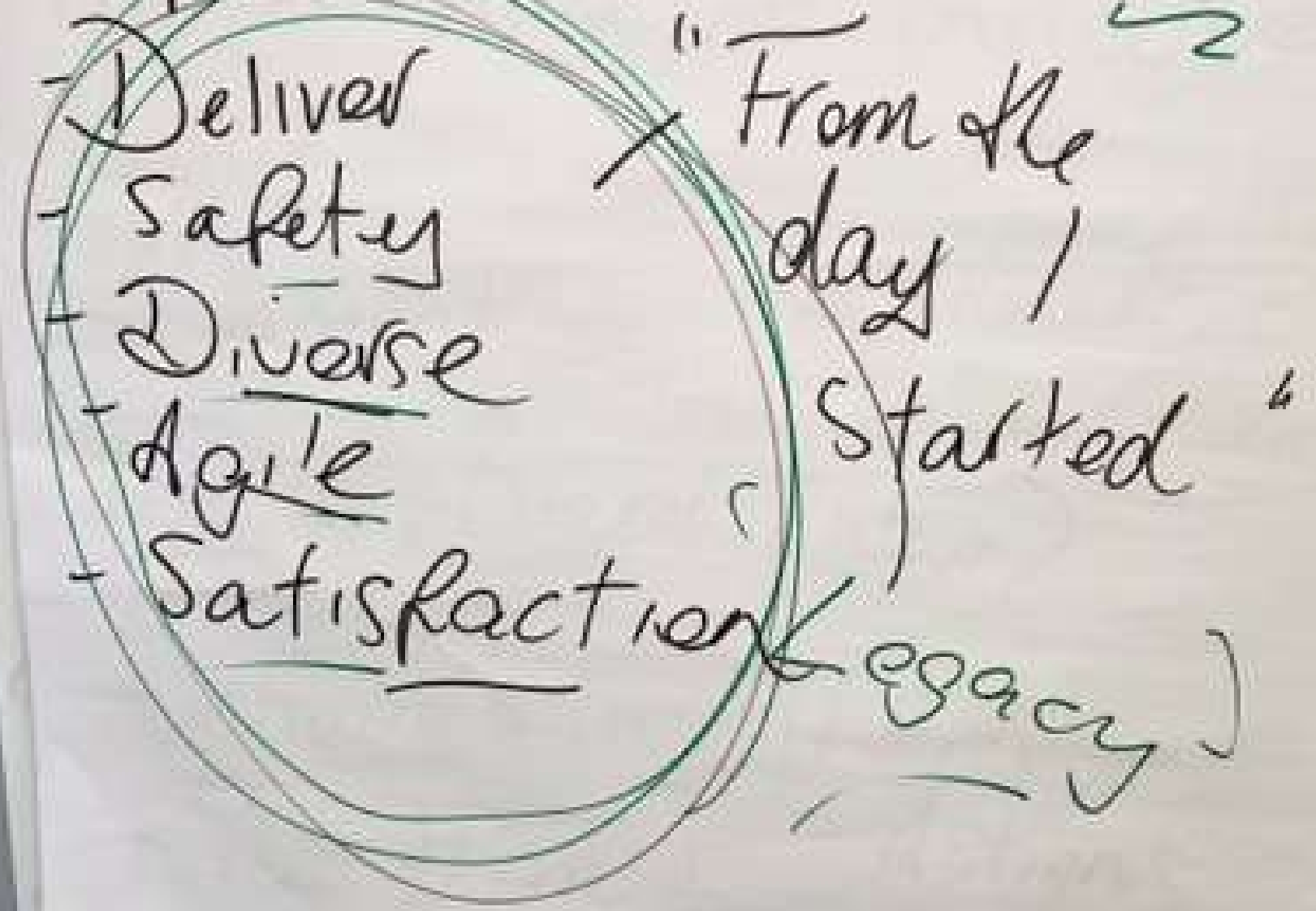
- We believe & it matters & we live it!

- Inspire

"show me  
don't  
tell me"

People "Buy In" (3)

Geographic Location }  
Reputation! Continuous



• Strategic Plan

• Sustainable

• Legacy

• Current Vision, mission, values

• Revisit

• Alignment

• Timing, Board (New)

• Believe & live them!

• Know them! - Actions



MC

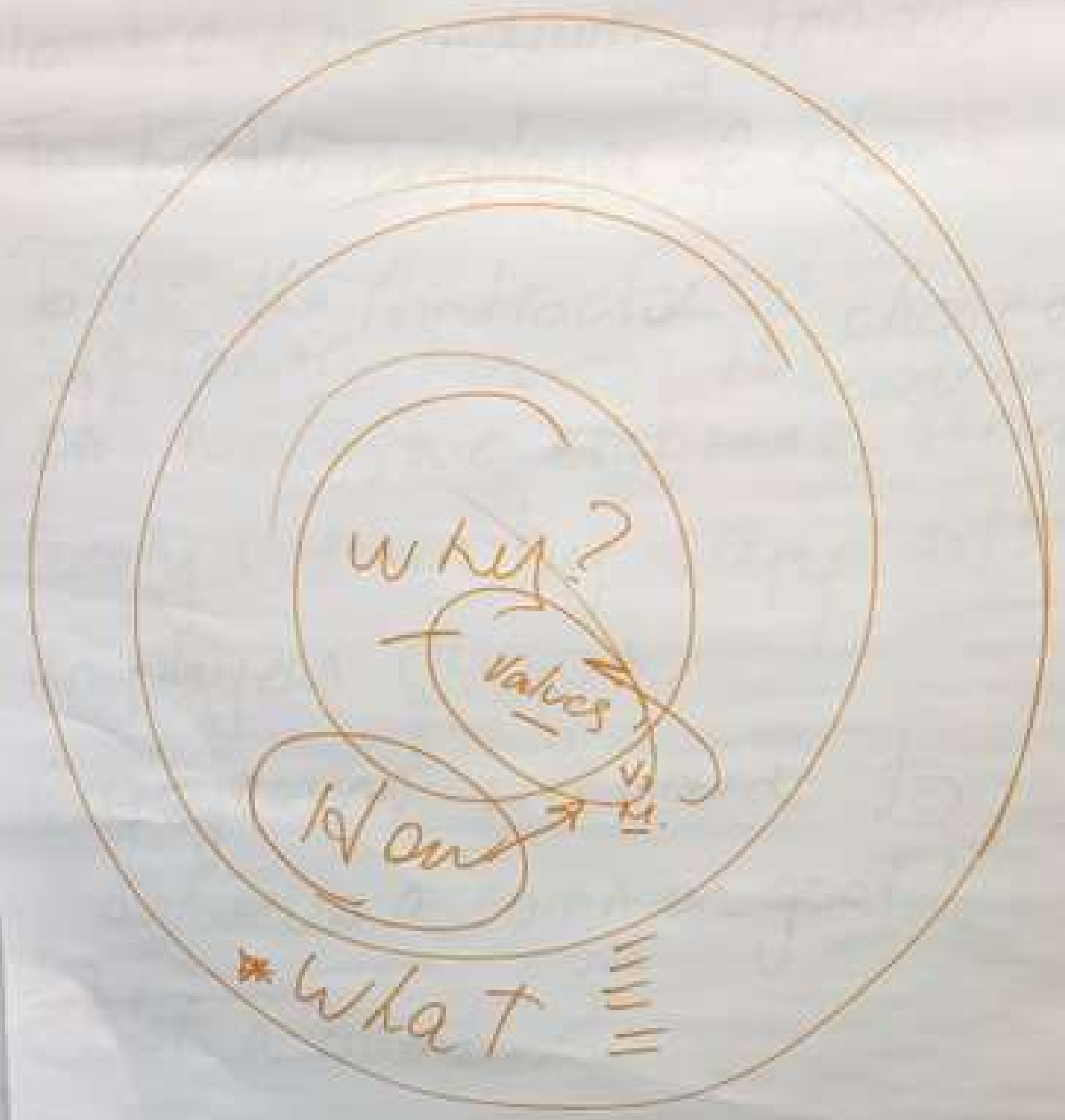
Safety

Integrity

Respect → Honesty

Long lasting Relationships

5



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8  
VISION

- To be an industry leader (6)
- To be the employer of choice
- To be the contractor of choice  
" in construction & fabrication
- At Walz, we embrace services

Family values by supp all  
employees through  
engagement + reward to  
achieve a common goal!

~~"Not a number"~~

Legacy  
2

- To be <sup>THE</sup> contractor of choice <sup>but</sup> \* Lead respect support (7)

- <sup>To be the</sup> first choice employers

To support

- Serve our people +

✓ our clients,

- To respect the contribution of our people, <sup>to develop our people,</sup> support our

clients & the <sup>construction</sup> industry <sup>by example</sup> leading the way & lead w/

① + their wellbeing  
To put our people first!!!  
Supporting & developing them.

✓

mmmm  
Thought Provoking

8

Productive  
How? ——— To the  
Business &

Interesting ——— walk the  
talk

Inclusive  
Surprising ——— +  
Inspiring ——— Good



- Ask the workforce (9)
- Roll out @ toolboxes
- "Home safe"
- What's the message?

0-MIC

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2, 3, 5<sup>2</sup>, 6, 12, 19, 20, 22

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↑

# Roll out strategy:

10

- Leaders to roll out to PM's
- Leaders + PM's to roll out to workforce
- Continual "talking about it"
- And "walking it"
- Bring it up!
- Have values share
- Formalising & rolling out
- Revitalisation



Top Down roll

(11)

① - Website update

(17/11/23) Finalise & circulate 15/12/23  
1 pager 1.9 PPT video from me  
+ PPT 1 week - 17/11/23

→ Leader Alignment Session 24/11

② Leaders to roll out PMS 24/11/23

Leaders to roll out to workforce 8/12/23

End Jan 24

Notes

(12)

- Actions
- Productive
- Inclusive
- Productive
- Celebrious
- Insightful
- Aligned!
- Introspective
- Productive



'Psych Safety' - ↑ (10)

Masters  
\$25k