



Target areas	Goals	Actions
Communication and change	Continue to build change management capability and capacity across the agency through the delivery of relevant frameworks and educational workshops customised for employees and managers	<ul style="list-style-type: none">• Implement the change management framework developed by the Project Management Office• Develop and deliver workshops building capabilities of both employees and managers in dealing with and/or managing change
Enabling innovation	Encourage all employees to explore and propose new or better ways of doing things	<ul style="list-style-type: none">• Continue to explore innovation connections within the community• Revisit our risk appetite to ensure level of risk is appropriate to nurture a workplace environment where innovation is encouraged• Incorporate innovation activities into the APVMA Strategic Plan• Conduct process workshops to review effectiveness and support process improvement across the agency
Wellbeing policies and support	Ensure staff are feeling cared for and empowered regarding their own health and wellbeing	<ul style="list-style-type: none">• Implement and embed the APVMA Health and Wellbeing Framework
Leadership	Continue to expand the suite of management and leadership development programs to build effective management and leadership	<ul style="list-style-type: none">• Continue to implement the suite of leadership programs for all staff irrespective of position• Develop and deliver the Manager Induction Program• Develop and deliver the Manager Development Program• Identify and promote further manager and leadership development programs to build capability at all levels of the agency
Branch level focus areas	Develop Branch Action Plans to align with the unique issues addressed with the relevant Executive Directors and their respective teams	<ul style="list-style-type: none">• Develop and implement the actions identified from the Branch Action Plans