

## Introspective Innovative Culture: Be Aware, Share and Care

**Abstract:** All great organisations aim to make the world a better place. The pace of change has increased radically in the last few years and organisations that do not innovate inevitably decline and diminish. A study by MIT showed that corporate culture was the single most important driver of radical innovation. Western Sydney University is no different and one of the key goals in the University Strategy is to create and nurture 'A Dynamic and Innovative Culture that Secures Success'. The University has set up the Compliance Program Unit to promote a unified culture that builds on our core values, ethics, and beliefs; and interacts with its structures and systems to produce behaviours that are conducive to positive compliance and strategic outcomes. The Unit has undertaken a number of initiatives to drive a positive innovative culture within the university. At the same time encouraging introspection by emphasising the need to be 'aware' of the likely risks, 'share' a transparent decision-making process with accountability, and 'care' for results that consider a sustainable future. This culture of innovation and compliance will enrich not only the staff but also our students to become global citizens and truly make the world a better place. This paper aims to document this unified culture, outline steps to provide a further impetus in nurturing it and also share learnings on how to avoid pitfalls by studying other organisations across industries that were once innovative but have now been moved to a precarious state.

**Target Audience:** University Staff

**Take home message:** This paper aims to document this unified culture, outline steps to provide a further impetus in nurturing it and also share learnings on how to avoid pitfalls by studying other organisations across industries that were once innovative but have now been moved to a precarious state.