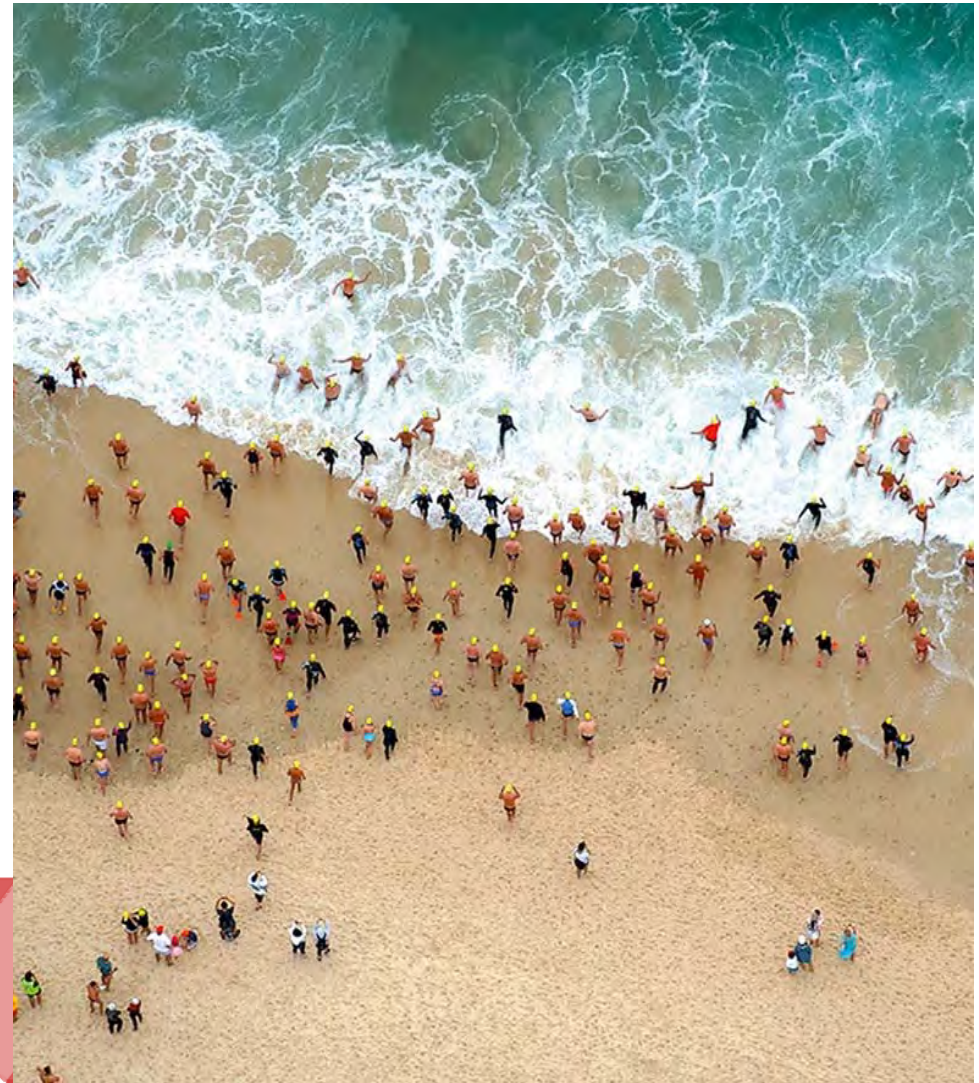





CHANGING THROUGH CHANGE

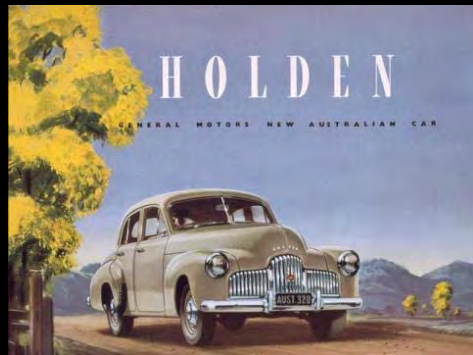
Ashley Winnett
Executive Director
People Performance & Culture
Holden





Australian icon

THINK



**If all we do as a leadership
team is simply shrink the
business we will have failed
our people and our
customers**

**Our people genuinely care
for each other. Our last car
and engine will be the best
we will ever build**

NOTHING



ITS ABOUT FAMILY



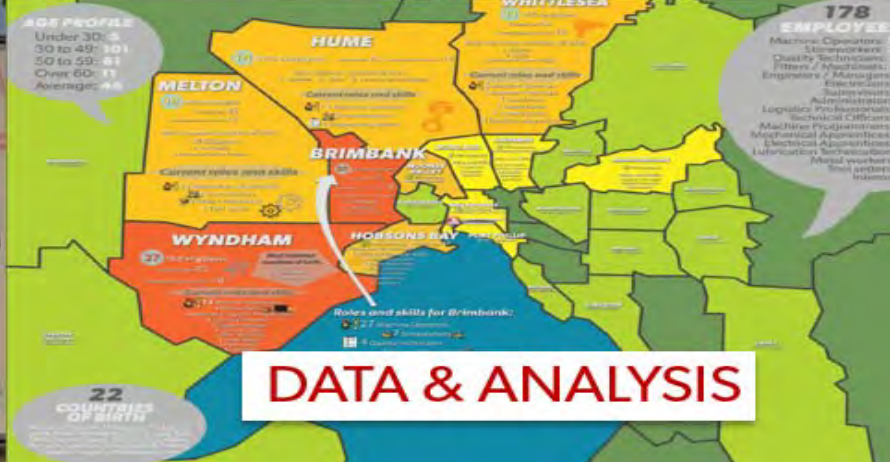
**HOLDEN
ENGINE
OPERATIONS:**

**OUR
PEOPLE,
OUR
STORY**

OUR STORY



SHARING WINS



DATA & ANALYSIS

**OVER
70%**

of employees engaged in transition support programs including career coaching, job ready programs and computer training.



**OVER
84%**

Of employees have achieved success within 12 months of leaving Holden



**EMPLOYEES
RESKILLING
INTO 18
DIFFERENT
INDUSTRIES**

**OVER
2500
APPLICATIONS**

Approved for training and reskilling



TOP 5 INDUSTRIES EMPLOYEES ARE TRANSITIONING INTO:



TRANSPORT,
POSTAL,
WAREHOUSING



HEALTHCARE
AND SOCIAL
ASSISTANCE



PUBLIC
ADMINISTRATION
AND SAFETY



CONSTRUCTION



MANUFACTURING

DISRUPT

ACCELERATE

PURPOSE

To foster a workplace that inspires and supports our people to be their best, now and in the future.

PILLARS

DEVELOPMENT

TRANSITION

WELLBEING

FOCUS AREAS

PERSONAL AND PROFESSIONAL
DEVELOPMENT

TRANSITION SUPPORT

HOLDEN ACTIVE

- Targeted programs, coaching and tools to build capability in our
 - Leadership
 - Teams
 - Individuals

- Build job ready skills to help accelerate future opportunities through:
 - Career coaching
 - Change expertise
 - Professional development

- Promote a health and wellness culture. Address 4 key wellness pillars of
 - mental
 - physical
 - social
 - work

The 12 Week Challenge

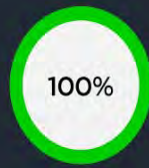
The results, the impact.



Health Improvement



Goals Achieved



Of Departments



Of 122 people involved:

Blood Pressure

17% down to 2% with high blood pressure

90% shifted out of "above normal blood pressure"

Waistline

39 metres of waistline lost

84% of participants within healthy range upon completion

KGs | BMI

180kgs lost across the challenge

Healthy BMI increased by 19%

Diabetes

100% reduction in "high risk" of diabetes

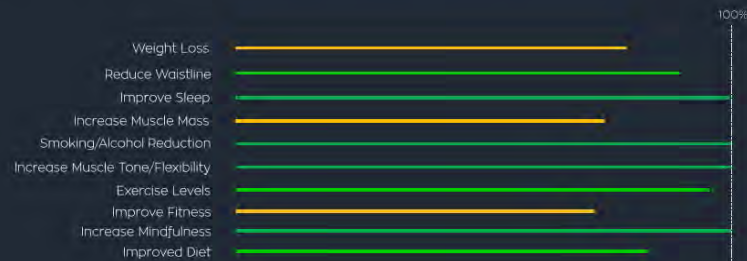
Best chance of diabetes is now 1 in 30 (from 1 in 15)

Exercise Levels

Increase from 73% to 95% of participants getting enough exercise



Holden's Wellbeing Goals. Achieved.



Holden Active End State



One challenge per site, annually



Ongoing, onsite pilates or yoga (rotating)



The wellbeing hub - all employees, aspects of wellness



Wellbeing discounts and rewards for our employee's efforts



Three sites, three gyms

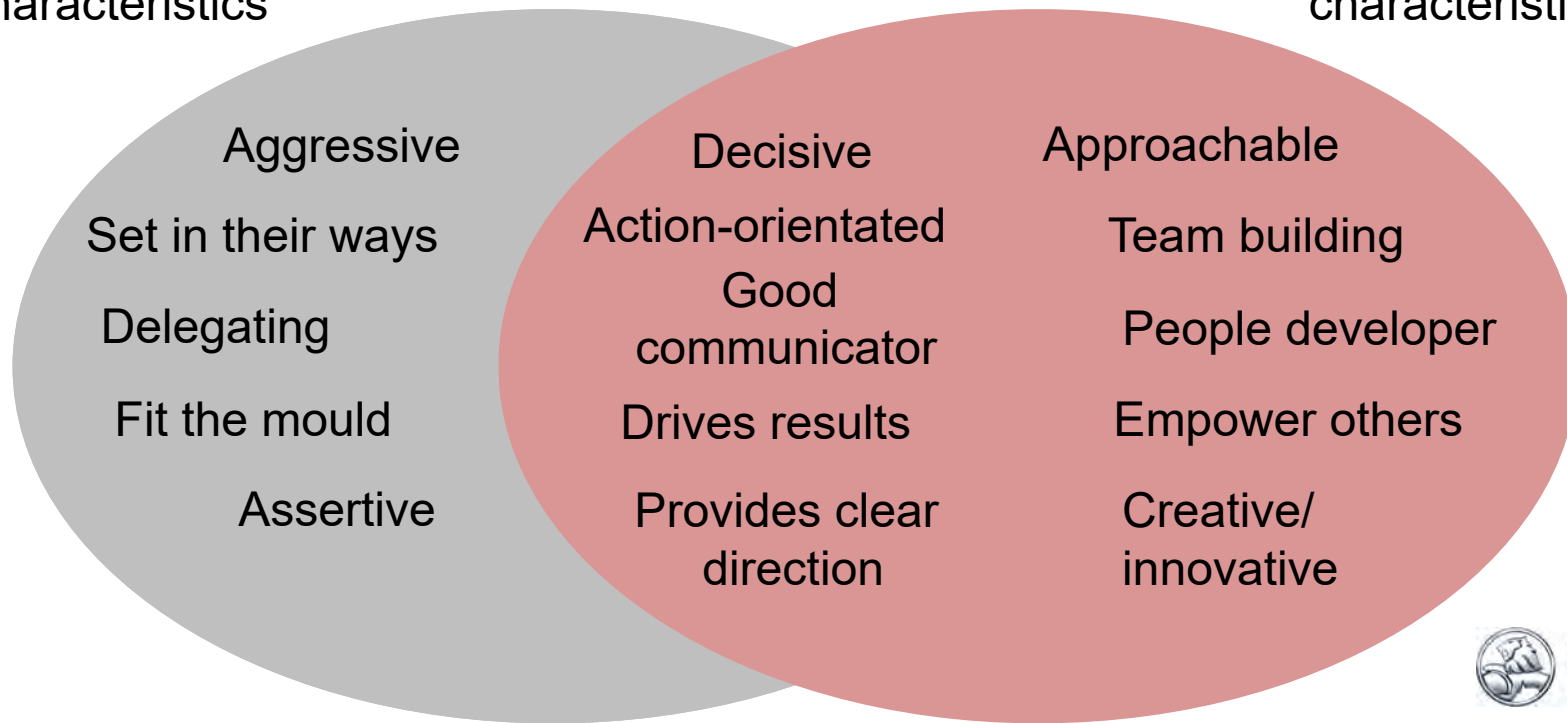


DEEPER PURPOSE

Leadership perceptions - 2012

Demonstrated characteristics

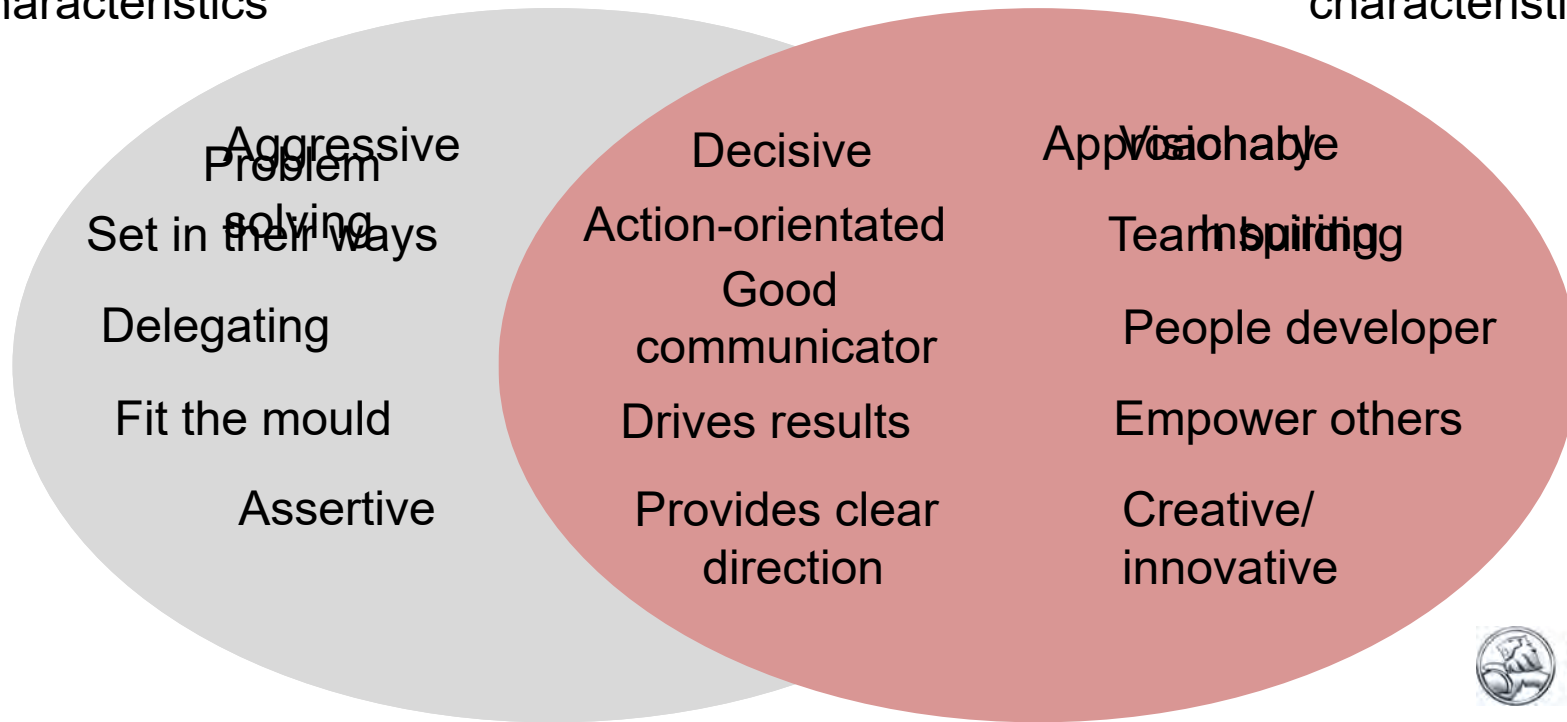
Valued characteristics



Leadership perceptions - 2016

Demonstrated characteristics

Valued characteristics





THE RECIPE

Why are we here – GOAL clarity

Why am I here – ROLE clarity

3 C's – Confidence, Control, Connectedness

ATTITUDE is a choice

Mutual ACCOUNTABILITY

LEARNING

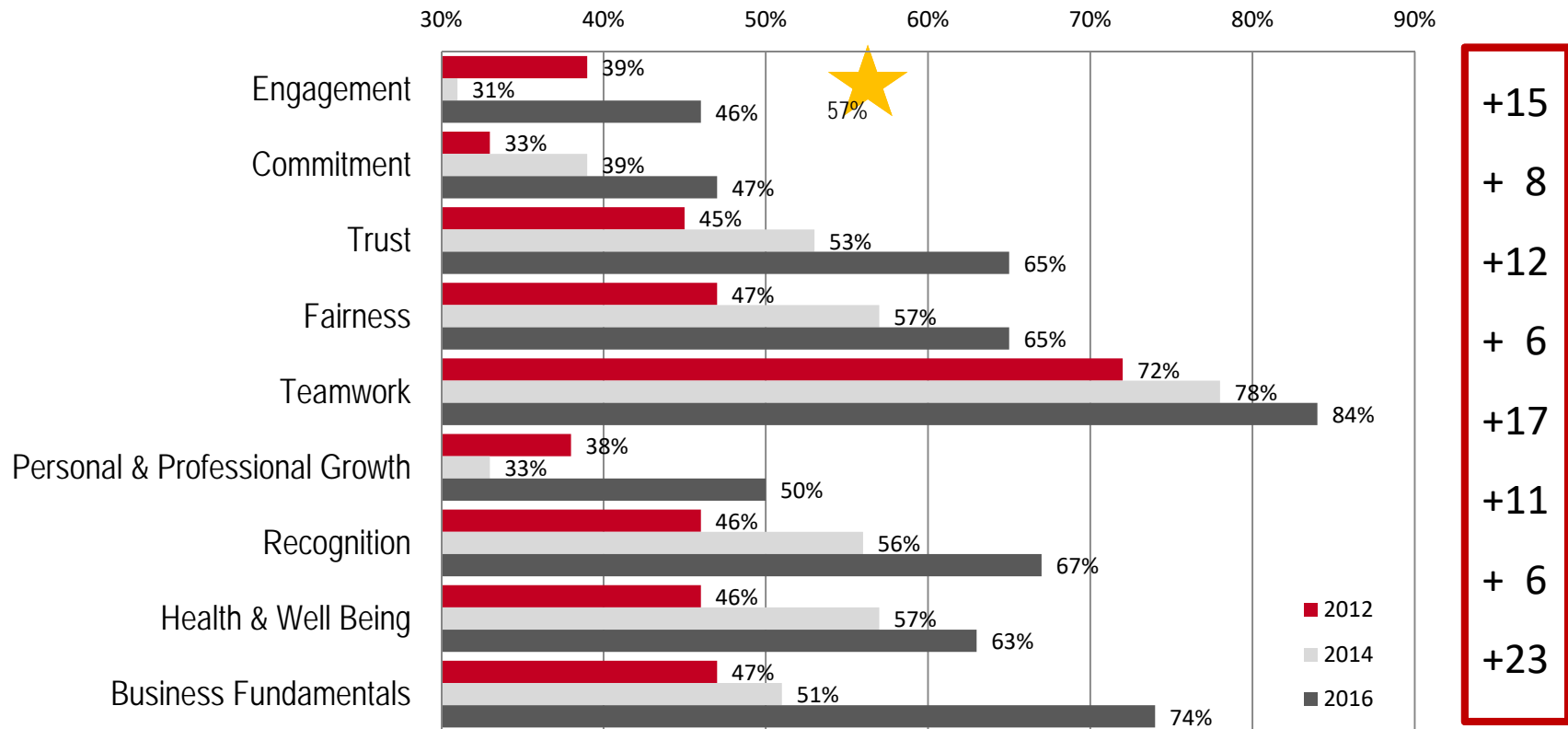
TRUST – Talent fulfillment

EXCELLENCE – Desire to improve





A planned and focussed recovery

WOC Results - Australia - Salaried (Incl MFG & GTO & CRD)






Jimmy Barnes  @JimmyBarn... · 1d 

Sang a few songs for Holden workers today. It was good to be there with you today.



 50

 218

 1,112





ashley.winnett@gm.com



Ashley Winnett