Performance is an endurance sport

Building the culture that sustains results

Susan Manning
Head of Learning, Leadership, and Culture

Hilary Thompson
Director, People & Performance

ENBRIDGE

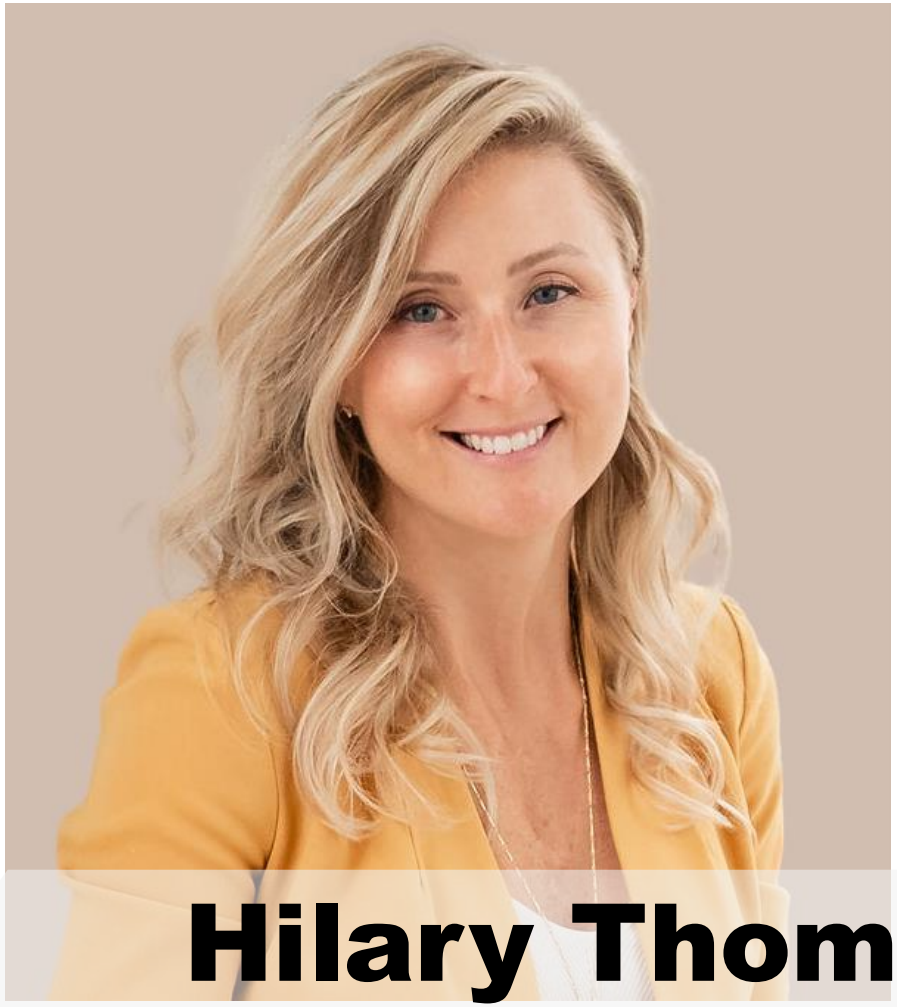
ENBRIDGE

Imagine a challenging race you have ahead of you…

Where are you?

Susan Manning

Head of Learning, Leadership, and Culture



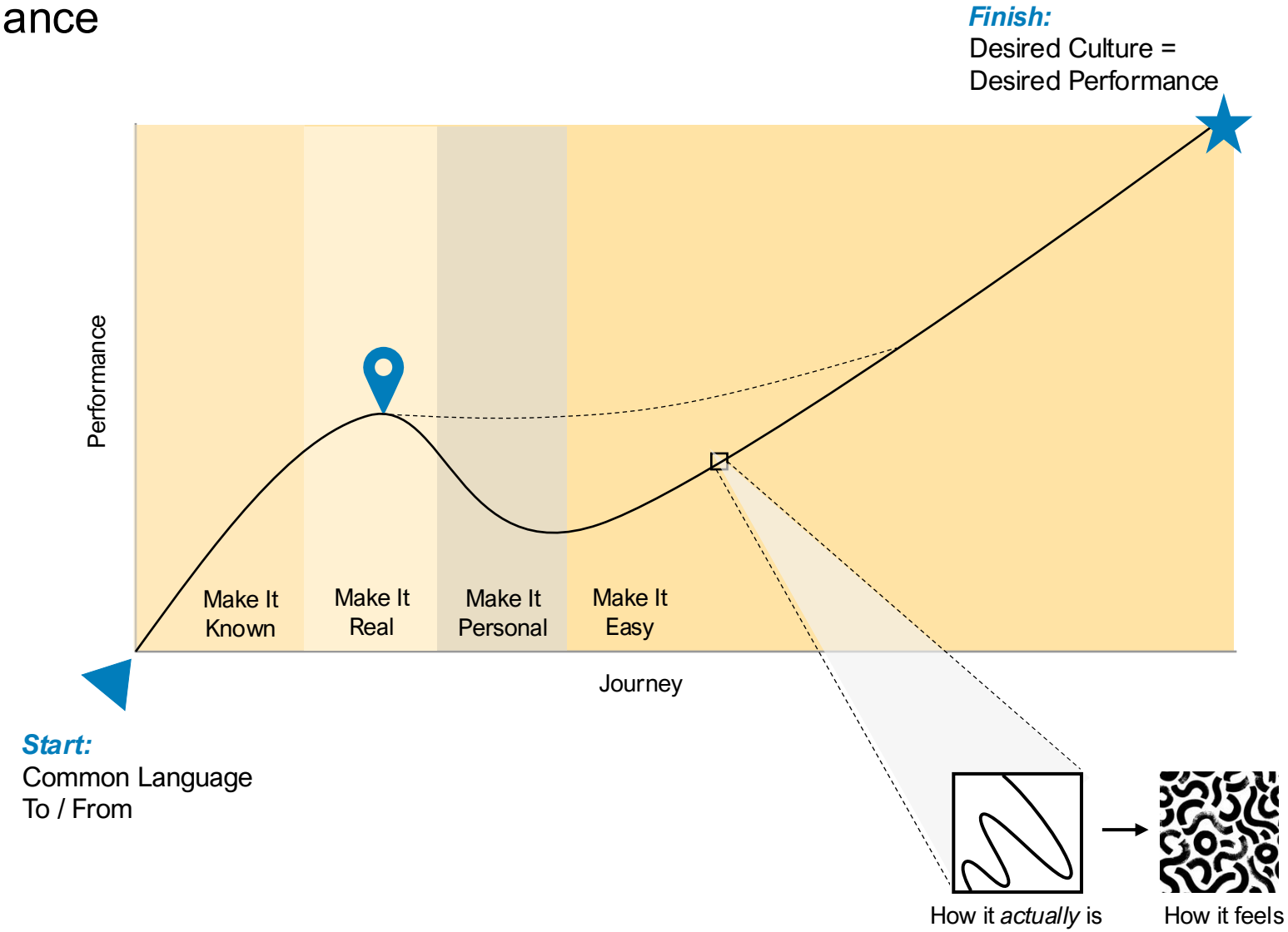
Hilary Thompson

Director, People & Performance

Direction, not precision

Change becomes possible when the purpose, the starting point, and the destination are clear

Our culture journey toward our performance aspirations…

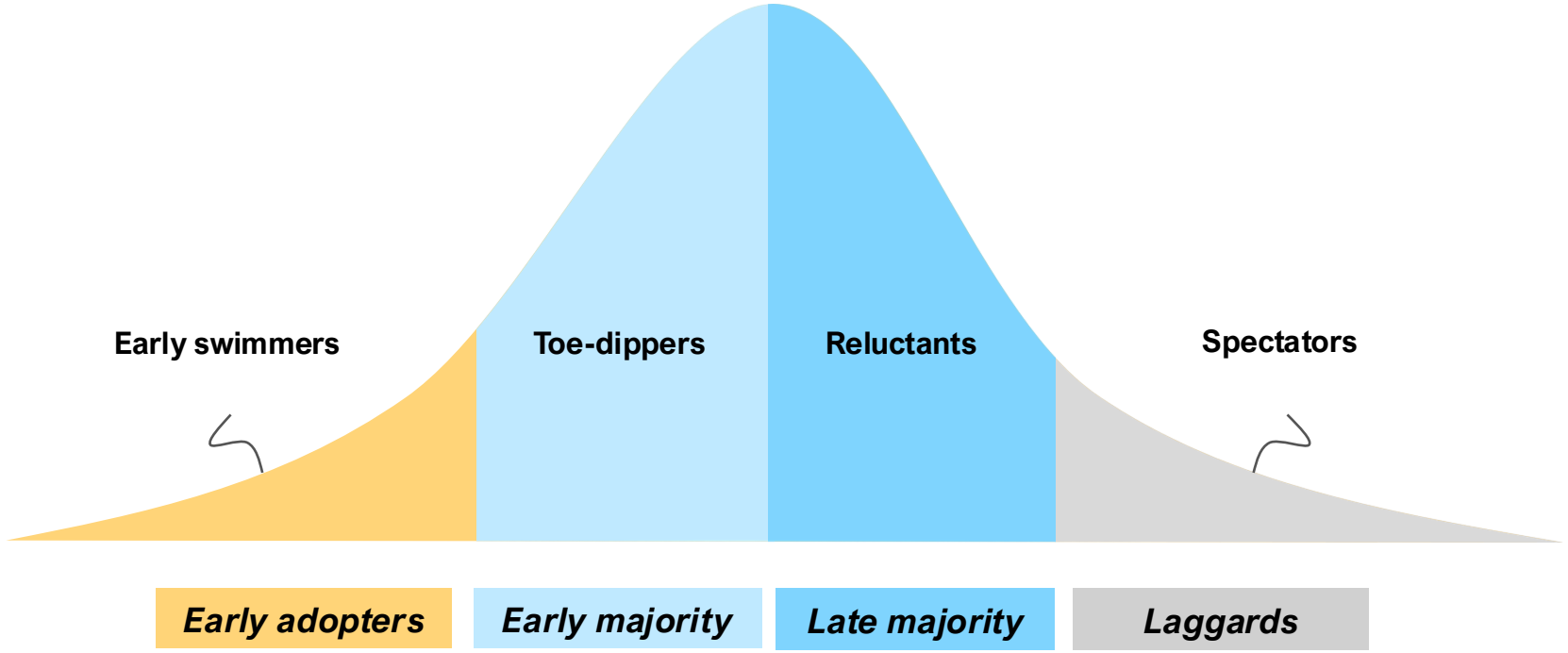


Let readiness determine the path

Start with the willing

You don’t need everyone – you just need some to build momentum

The first step is getting people in the water…



Seek out and leverage the early adopters

Shift from control to cadence

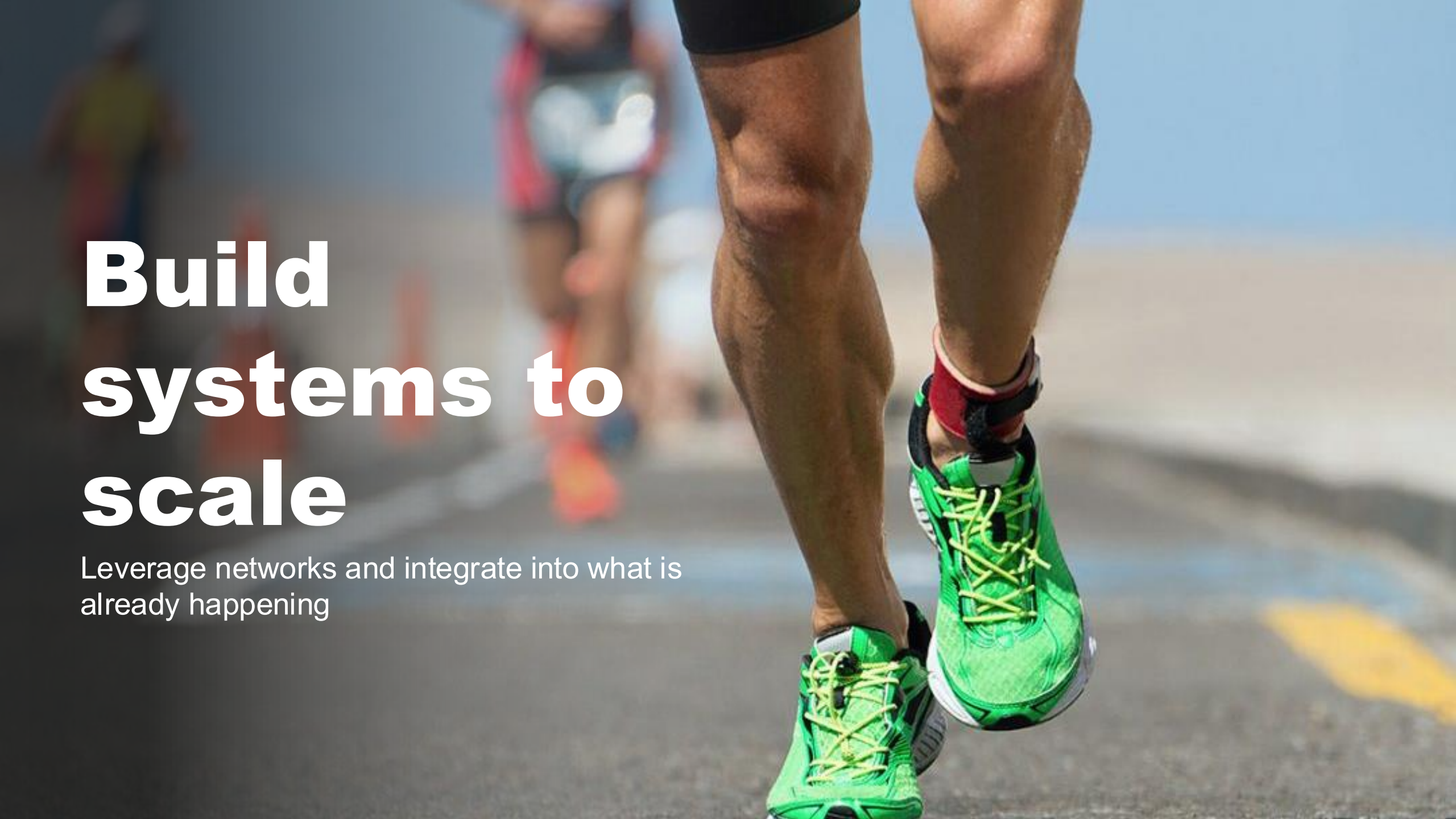
Challenge the business to lead and hold the handlebars loose

EAR
L
ISTE
N

Challenge the business to lead…

1. What are you hearing?
2. What themes are you noticing?
3. What successes are you seeing?
4. Where are people getting stuck?
5. What are you learning?

Tell less, listen more



Build systems to scale

Leverage networks and integrate into what is already happening

Moving forward, we will be mobilizing the many…

Strategy

HR Business Partners

Communication Strategists + OCM

Safety

Employee Resource Groups

Our focus will be building capability in leaders and strategic partners to support momentum

Create a race people care about

Stories make culture stick

Key Takeaways:

Direction, not precision

Start with the willing

Shift from control to cadence

Build systems to scale

Create a race people care about

FINISH LINE
734