



MoAD ACTION PLAN 2025-26

The Museum of Australian Democracy (MoAD) at Old Parliament House has a multidisciplinary workforce employed across a 7-day week, who engage museum visitors through exhibitions, events, education and public programs, and online content.

AREA OF FOCUS	GOAL	ACTIONS	TIMEFRAME
Communication and change	Clarify communication channels and cascade important information to staff in a consistent way.	<ul style="list-style-type: none"> Clarify opportunities and mechanisms for staff to share ideas across levels, within and between teams, to improve collaboration and provide a feedback loop. Refine key messaging and communication processes and channels to improve consistency and clarity of information shared with staff. 	<p>Commenced October 2025 following staff consultation program.</p> <p>To be reviewed monthly.</p>
Enabling Innovation	Foster a collaborative culture and remove siloing, particularly during significant change periods.	<ul style="list-style-type: none"> Promote MoAD's forward planning and program/project updates through the clarification of project management principles and tailored communication approaches to staff. Embed a clear decision-making framework to empower and support staff to make decisions appropriate to their levels and linked to MoAD's vision. 	
Leadership	Clarify roles, responsibilities and accountabilities around decision-making and forward planning.	<ul style="list-style-type: none"> Embed change management principles to improve support to staff during key periods of organisational change. Identify ways to improve engagement and transparency across multidisciplinary teams, and across all leadership levels. 	