MUSEUM OF AUSTRALIAN DEMOCRACY
AT OLD PARLIAMENT HOUSE

MoAD ACTION PLAN
2026-27

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	Strengthen communication channels to ensure information is shared consistently and effectively with staff	• Strengthen communication and information flow across teams and throughout MoAD to ensure timely, consistent and clear sharing of operational updates, events, processes and expectations. • Further refine processes for initiating and leading cross-team projects, clarity of roles and responsibilities and transparency of decision-making. • Strengthen feedback channels by clarifying, refining and communicating the functions of existing feedback mechanisms. • Further contextualise APS classification level functions, decision-making expectations and delegated responsibilities within the MoAD operating environment. • Identify opportunities to streamline approval processes and ensure decisions are made at the appropriate APS level in line with level functions and delegated authority. • Promote innovation and continuous improvement through regular discussions on innovation goals, systems, processes, cultural and organisational opportunities for improvement. • Refine the *Reward and recognition framework* to ensure it meaningfully recognises contributions and achievements.	Commenced October 2026 following staff consultation program. To be reviewed monthly.
Decision-making	Strengthen the clarification of roles, responsibilities and accountabilities around decision-making, and ensure transparency in decision-making at all levels		
Innovation	Strengthen a collaborative culture where staff feel empowered, recognised and supported to contribute ideas and innovate		
Employee Engagement	Strengthen an engaging environment where staff feel motivated, inspired, and supported to achieve organisational outcomes		

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