



The Importance of Regulatory Practice and Organizational Culture in Enabling Experimentation and Innovation

SPI Symposium

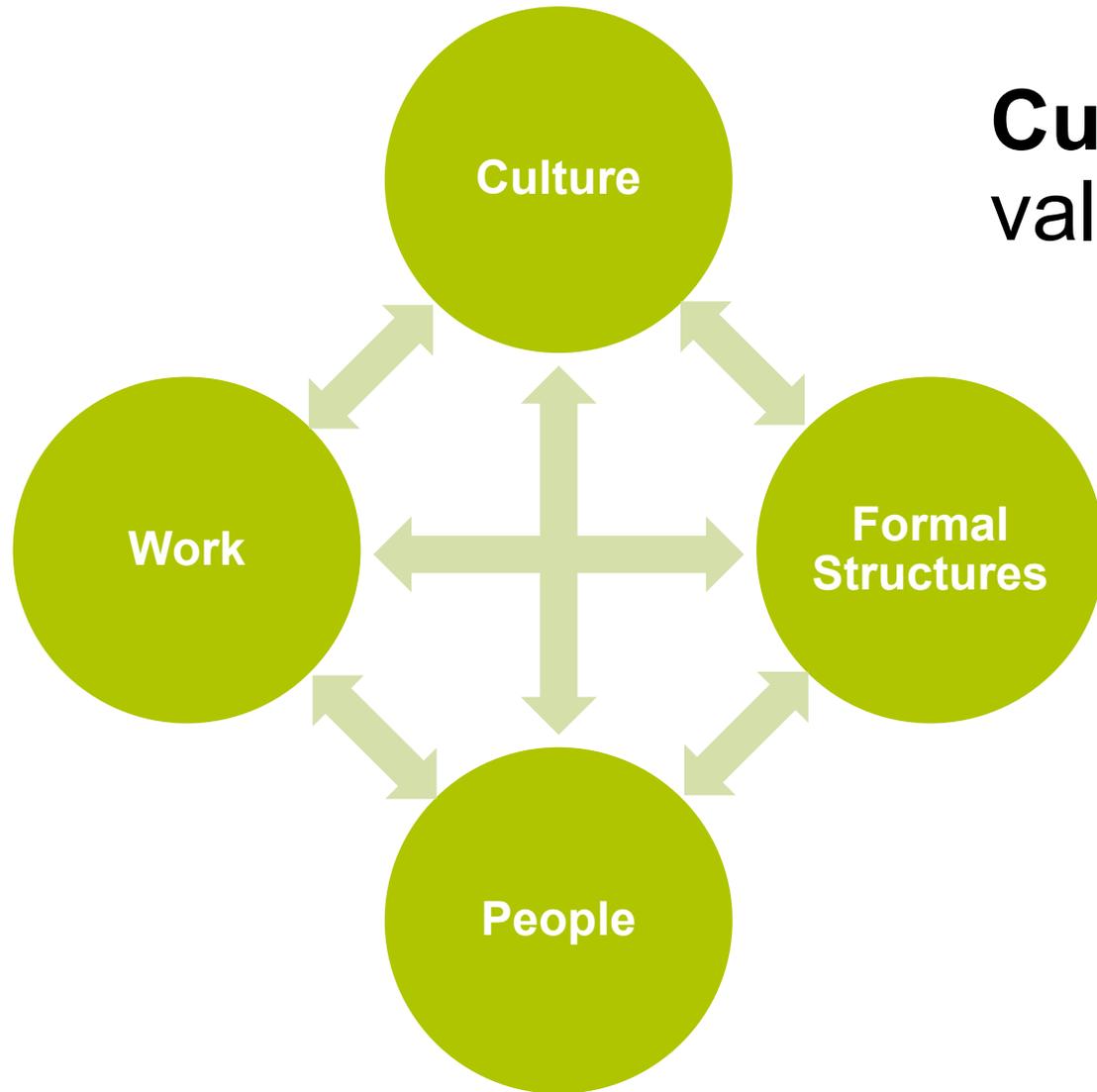
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What Characterizes the Current Context?



Requires dynamic and flexible regulatory practice & organizational culture is key

Culture is the beliefs, attitudes, and values shared by a group of people





Mission-driven

a clarity of focus or a “North Star” embodied across the organization, driving action and results.



Resilience

the ability of an organization and its people to survive shocks and thrive in a world of uncertainty.



Innovation

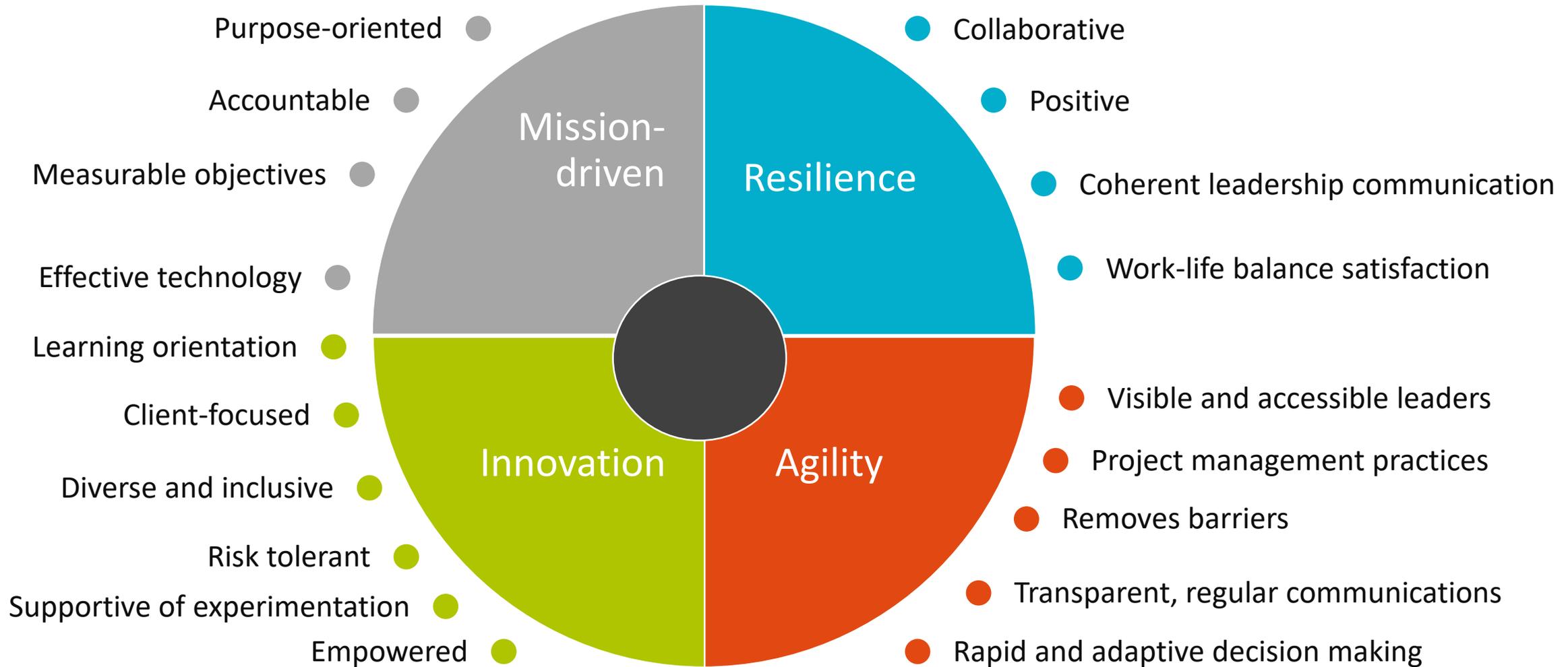
the ability to bring about new ways of doing things that create value.



Agility

the ability to quickly and efficiently reconfigure strategy, structure, processes, people, and technology.

Change-Able Organizational Culture Model



Some Insights on Transitioning Culture

Enabling a culture of experimentation?

- Leadership
- New competencies
- Empowering people
- Learning organization

Other considerations:

- Use of both formal and informal mechanisms
- Enable driving forces and address hindering forces



