A leadership development program to uplift leadership capability for every employee.
ACKNOWLEDGMENT OF COUNTRY

WE RECOGNISE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AS AUSTRALIA’S FIRST PEOPLES. WE ACKNOWLEDGE THE UNIQUE CONNECTION THAT FIRST NATIONS PEOPLES HAVE TO LAND, WATERS AND THE ENVIRONMENT. WE EXTEND THIS RECOGNITION AND RESPECT TO FIRST NATIONS PEOPLES AND COMMUNITIES AROUND THE WORLD.

This artwork was commissioned by Kevin Bynder, a proud Whadjuk-Yuet-Ballardong man. Woodside asked Kevin to paint what he saw and felt over the three-day Senior Leader Forum (part of the Navigator program). Kevin’s artwork currently doing a floor tour of the Houston office, has now become a key part of the courage and leadership story at Woodside.
The year 2020 will be remembered as one of the most challenging years in Australian history.

Devastating bushfires ravaged the country, while the intense COVID-19 lockdowns in Australia resulted in unparalleled changes to both our society and the economy.

Simultaneously, the Australian energy sector was experiencing disruption. Against the backdrop of the bushfires, climate change had become a heightened public concern for Australians.

Energy sector leaders and the government were accelerating their efforts to find new energy solutions while balancing the imperative to fulfil current energy demands.

This dual impact was keenly felt by the team at Woodside Energy (Woodside), a global energy company founded in Australia.

Woodside’s aim is to strive through the global energy transition, with a strategy to help its customers secure their energy needs and reduce their emissions.

As Woodside began to grow offshore, the Perth-headquartered organisation understood it needed to transition to a globally focused organisation with new ways of working.

Woodside purposefully concluded it must strengthen its leadership capabilities.

The first step was to create a framework to revolutionise the concept of leadership and uplift leadership capability. Woodside wanted every employee to identify as a leader and lead in their own way, no matter their role.

In 2021, Woodside partnered and co-created a leadership development program with the Australian Graduate School of Management (AGSM) at the University of NSW.

The program, ‘Navigator’, was designed for Woodsiders to uplift their leadership capability while empowering them to be more deliberate in developing themselves and the organisation into the future.

The commitment to date has been expansive. Since its inception in 2021, more than 2,600 employees across five countries have attended a Navigator immersion, and more than 2,500 have gone on to complete the next stage globally.

Leadership and inclusive leadership capability has been uplifted and the Navigator Framework has been leveraged as Woodside has successfully transformed operating models and completed a large merger with BHP’s Petroleum business.

The partnership between Woodside and AGSM has flourished. Together, innovations have been introduced such as a coaching helpdesk, an AI-enabled and predictive analytics coaching platform and a digital twin ‘Digital Woodsider’ research study.

Navigator has expanded its global reach across Woodside’s operations and projects in Australia, China, the USA, Trinidad and Tobago, and most recently in Senegal.
ABOUT NAVIGATOR

KEY FACTS

Across all five countries have attended a Navigator immersion and 2500 Apply Learning experiences.

A program that PULLED, NOT PUSHED is now a way of life and doing business for Woodside.

Delivered globally to Australia, China, the USA, Trinidad and Tobago, and Senegal.

Demonstrated leadership capability uplift.

More than 2600 employees across all countries have attended a Navigator immersion and 2500 Apply Learning experiences.

Executive Leadership Team driven and owned.

Expansive commitment to all Woodsiders.

Designed to flex and be leveraged for all organisational developments.

Shared purpose & goal between AGSM and Woodside.

Supports a continuous leadership learning journey.

Navigating - an expansive commitment to all Woodsiders.