

Organisational cultures which support health policy capacity are:

- open to innovation and different ways of seeing things;
- flexible with respect to process and different ways of working;
- able to provide a plurality of frameworks to guide and facilitate policy work;
- able to build strategic alliances, collaboration and trust;
- able to capitalise on windows of opportunity, tolerate mistakes and manage risk;
- open to naming problems (before solutions are evident);
- tolerant of constructive conflict and the engagement of diverse views;
- able to work across agency boundaries;
- able to balance long and short term goals;
- supportive of effective teamwork;
- conscious of their own history; and
- committed to valuing corporate memory.