



# Business Scorecard 2025

**Prepared for** 



Prepared by



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# Strategic Overview

## Strategic overview

# Place to own or operate a business



67

Performance Index Score
4 points <u>above</u> Industry Average and
on par with 2024

### Governance



60

Performance Index Score

12 points <u>above</u> Industry Average and down 4 points from 2024

### Main business priorities



Business advocacy and support services



Safety and security



Streetscapes and overall aesthetics of the area



Access, traffic management and parking



Regulation, compliance and equity



Communication and engagement with local businesses

### Top 3 risks and challenges facing businesses



Customer acquisition, sales and marketing



Employee recruitment, training and retention



Compliance with regulations, laws and standards

# Corporate social responsibility



38%

of business respondents

involved in local activities to support social causes or philanthropic projects

### Circular economy



**49**%

of business respondents

engaged in the circular economy



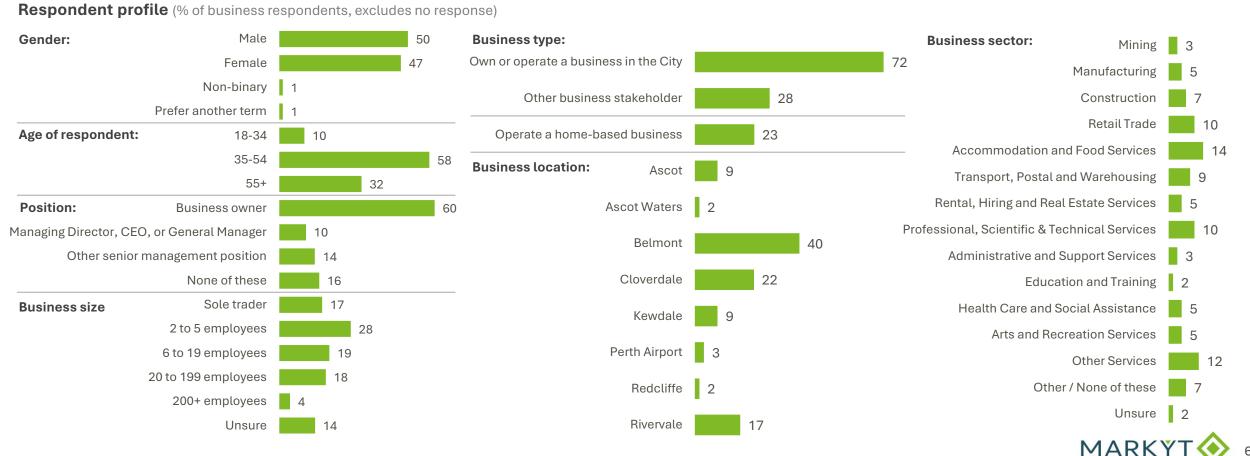
# Approach

## The study

The City of Belmont commissioned CATALYSE® to conduct an independent MARKYT® Business Scorecard to assess the needs of local businesses, to help inform Council decisions that affect the local business community.

The study was administered digitally, with email invitations sent to all businesses in the City's business database. The City provided supported promotions through its communication channels. 81 respondents took part in the study from 4 to 22 August 2025.

Throughout this report, where sub-totals add to ±1% of the parts, this is due to rounding errors to zero decimal places.



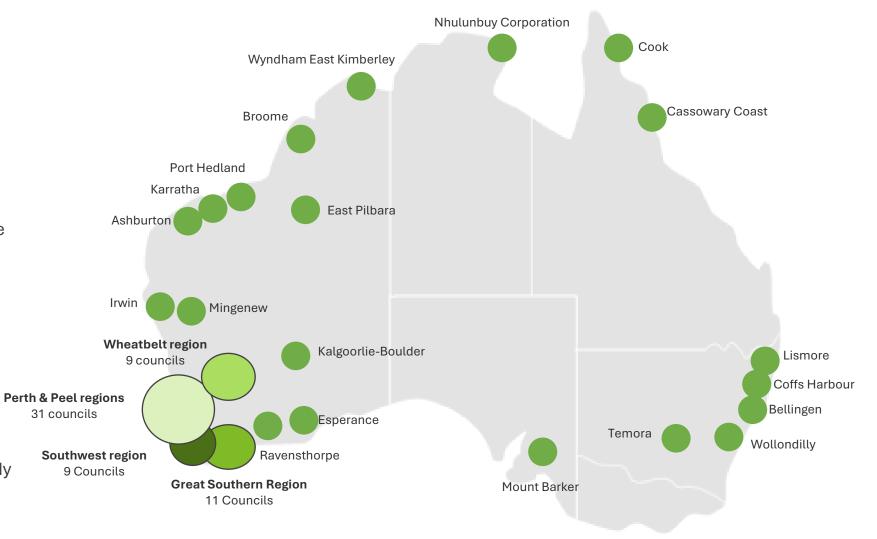
# MARKYT benchmarking excellence program

For more than 20 years, CATALYSE® has conducted community and business perceptions surveys for councils across Australia.

When comparable questions are asked, we publish high and average scores to enable participating councils to recognise and learn from industry leaders.

The image to the right shows all program participants since 2003.

In this report, average and high scores are calculated from a subset of councils that completed a MARKYT° accredited study within the past three years.



# How to read MARKYT performance dashboards

### Performance ratings

Business perceptions of performance on a five-point scale from excellent to terrible.

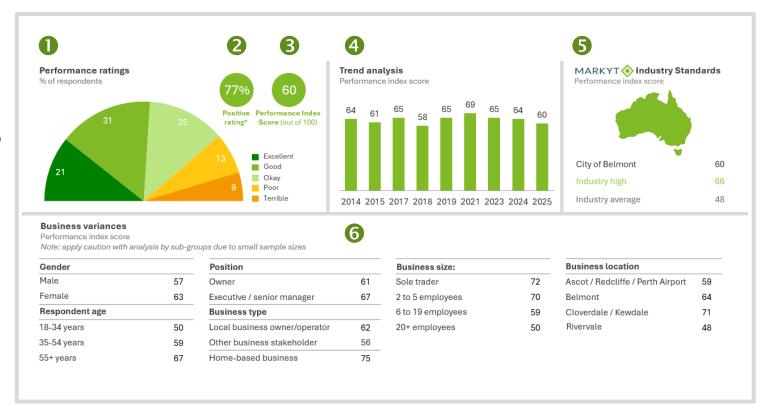
### 2 Positive rating

Percentage of respondents who provided a rating of okay, good or excellent.

### **3** Performance index score

Weighted performance score out of 100 points

Score	Average rating
100	Excellent
75	Good
50	Okay
25	Poor
0	Terrible



### 4 Trend analysis

Uses the performance index score to show variances in performance over time.

### 5 Industry Standards

Shows performance compared to other councils.

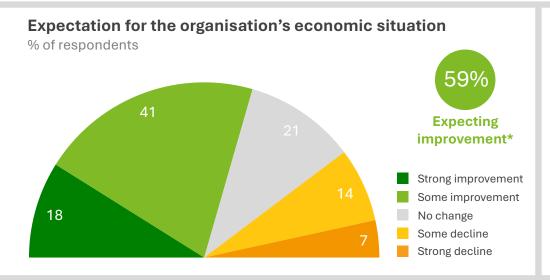
- Council Score is the Council's performance index score.
- Industry High is the highest score achieved by participating councils.
- Industry Average is the average score among participating councils.

### 6 Business variances

Shows how performance varies by key demographics.

# Business climate

## **Economic expectations for local businesses**





#### **Business variances**

% expecting improvement

Gender	
Male	56
Female	67
Respondent age	
18-34 years	86
35-54 years	65
55+ years	45

Position	
Business owner	62
Executive / senior manager	64
Business type	
All local businesses	63
Home-based business	69
Other business stakeholder	47

Business size	
Sole trader	60
2 to 5 employees	74
6 to 19 employees	57
20+ employees	67

<sup>\*</sup> Expecting improvement = strong improvement + some improvement

## Risks and challenges facing businesses

The **top 3** issues facing local businesses overall are:

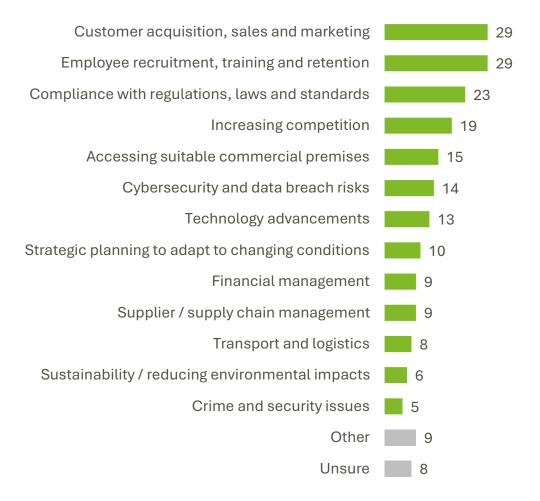
- · Customer acquisition, sales and marketing
- Employee recruitment, training and retention
- Compliance with regulations, laws and standards

Issues vary by Business size

- Sole traders and small businesses are mostly concerned with customer acquisition and compliance.
- Larger businesses are mostly concerned with employee recruitment, training and retention.

## Main risks or challenges facing businesses and organisations

% of respondents





## Risks and challenges facing businesses

Summary of business variances

	Ger	nder		Age		Pos	sition		Туре			Busine	ss size	
All respondents	Male	Female	18-34 years	35-54 years	55+ years	Business owner	Executive / senior manager	Localbusiness	Other business stakeholder	Home-based	Sole trader	2 to 4 employees	6 to 19 employees	20+ employees
29	22	33	43	27	26	37	31	36	14	56	42	45	14	19
29	36	21	0	29	39	34	23	32	23	13	8	15	57	44
23	25	24	14	20	39	23	15	18	36	31	33	40	7	13
19	14	24	14	24	13	23	23	25	5	6	8	20	7	31
15	17	18	29	17	13	20	0	13	23	25	25	20	14	13
14	11	15	14	12	13	9	15	13	18	13	17	5	21	6
13	11	15	14	20	0	11	23	14	9	19	17	10	7	19
10	14	6	29	2	17	14	8	13	5	25	17	15	7	6
9	3	9	0	10	4	6	0	5	18	13	8	10	7	0
9	8	12	14	7	13	14	0	11	5	13	17	15	0	6
8	8	6	14	5	9	3	8	4	18	6	8	5	7	13
6	6	9	0	10	4	3	8	4	14	0	0	5	14	13
5	3	9	0	2	13	9	0	5	5	0	0	5	0	13
9	6	12	14	10	9	6	15	7	14	0	0	0	21	13
8	6	9	14	7	4	3	8	7	9	0	0	5	7	6
	29 29 23 19 15 14 13 10 9 9 8 6 5	Students and selection of the selection	29       22       33         29       36       21         23       25       24         19       14       24         15       17       18         14       11       15         13       11       15         10       14       6         9       3       9         9       8       12         8       8       6         6       6       9         5       3       9         9       6       12	standard     algebrase       29     22     33     43       29     36     21     0       23     25     24     14       19     14     24     14       15     17     18     29       14     11     15     14       13     11     15     14       10     14     6     29       9     3     9     0       9     8     12     14       8     8     6     14       6     6     9     0       5     3     9     0       9     6     12     14	stupped     age     state       29     22     33     43     27       29     36     21     0     29       23     25     24     14     20       19     14     24     14     24       15     17     18     29     17       14     11     15     14     12       13     11     15     14     20       10     14     6     29     2       9     3     9     0     10       9     8     12     14     7       8     8     6     14     5       6     6     9     0     10       5     3     9     0     2       9     6     12     14     10	stuppouds       all be with the property of the proper	Student of the state of th	Student Manager         State of the property	Stuppood         State of the properties of the prop	Standard   Standard	Part   Part	Part   Part	See   See	Part   Part

Q. What are the main risks or challenges facing your business / organisation? Please select up to 3 choices. Base: All respondents, excludes 'no response' (n = 78).



# Overall performance

## Place to own or operate a business | industry comparisons

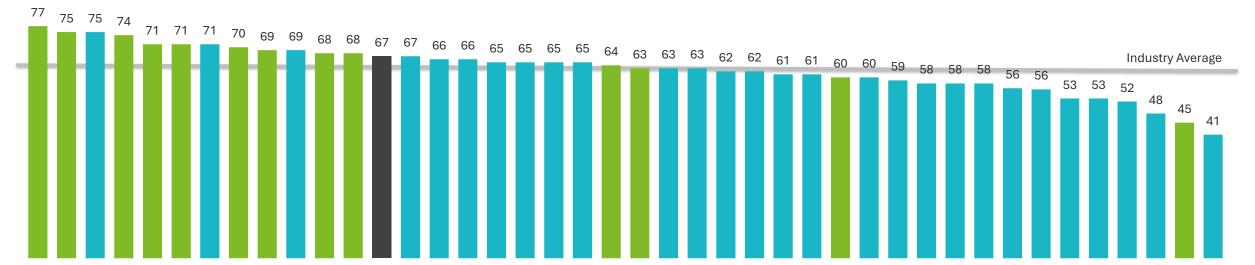
Respondents were asked to rate the City of Belmont as a place to own or operate a business.

The overall score is **67 out of 100**, 4 points <u>above</u> the industry average.

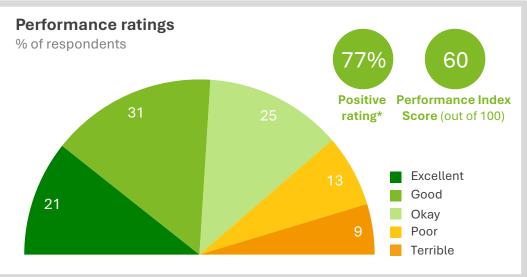
#### Area to own or operate a business | performance index score

- City of Belmont
- Metropolitan Councils
- **Regional Councils**





### Governance







### **Business variances**

Performance index score

Note: apply caution with analysis by sub-groups due to small sample sizes

Gender	
Male	57
Female	63
Respondent age	
18-34 years	50
35-54 years	59
55+ years	67

Position	
Business owner	61
Executive / senior manager	67
Business type	
All local businesses	62
Home-based business	75
Other business stakeholder	56

Business size	
Sole trader	72
2 to 5 employees	70
6 to 19 employees	59
20+ employees	50

Business location	
Ascot / Redcliffe / Perth Airport	59
Belmont	64
Cloverdale / Kewdale	71
Rivervale	48

Base: All respondents, excludes 'no response' (n = 75).

## **Governance | industry comparisons**

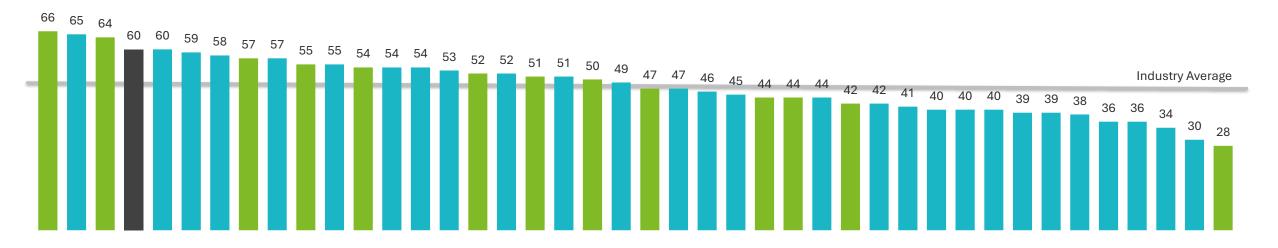
Respondents were asked to rate the City of Belmont overall, as a **governing organisation**.

The overall score is **60 out of 100**, 12 points <u>above</u> the industry average.

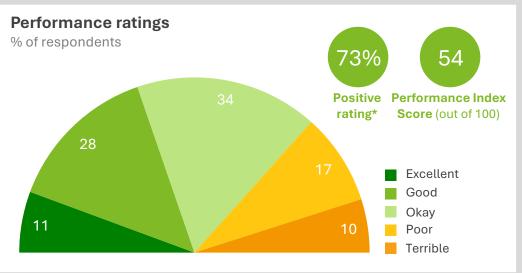
#### Governance | performance index score

- City of Belmont
- Metropolitan Councils
- **Regional Councils**





## Value for money from Council rates and services







#### **Business variances**

Performance index score

Gender	
Male	53
Female	53
Respondent age	
18-34 years	46
35-54 years	53
55+ years	54

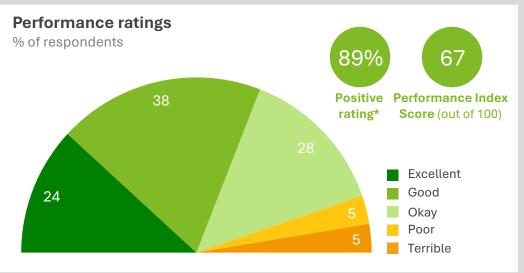
Position	
Business owner	54
Executive / senior manager	57
Business type	
All local businesses	54
Home-based business	63
Other business stakeholder	53

Business size	
Sole trader	64
2 to 5 employees	61
6 to 19 employees	52
20+ employees	41

Business location	
Ascot / Redcliffe / Perth Airport	57
Belmont	51
Cloverdale / Kewdale	67
Rivervale	36

# Place scores

## Place to own or operate a business







### **Business variances**

Performance index score

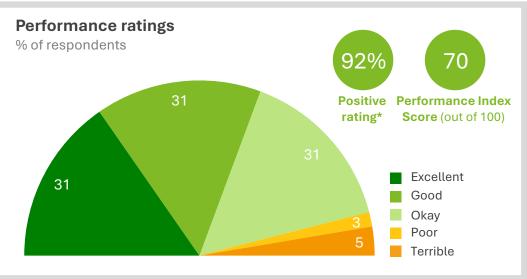
Gender	
Male	67
Female	67
Respondent age	
18-34 years	71
35-54 years	64
55+ years	71

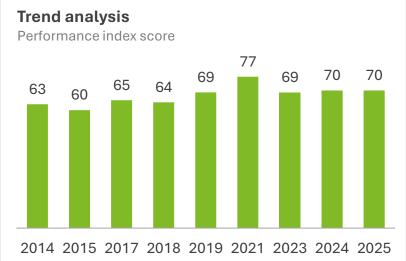
Position	
Business owner	70
Executive / senior manager	71
Business type	
All local businesses	70
Home-based business	73
Other business stakeholder	58

Business size	
Sole trader	66
2 to 5 employees	72
6 to 19 employees	77
20+ employees	58

Business location	
Ascot / Redcliffe / Perth Airport	67
Belmont	74
Cloverdale / Kewdale	78
Rivervale	53

### Place to work







### **Business variances**

Performance index score

Note: apply caution with analysis by sub-groups due to small sample sizes

Gender	
Male	67
Female	72
Respondent age	
18-34 years	79
35-54 years	68
55+ years	68

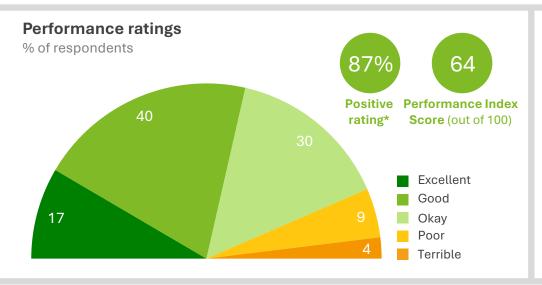
Position	
Business owner	71
Executive / senior manager	75
Business type	
All local businesses	71
Home-based business	75
Other business stakeholder	64

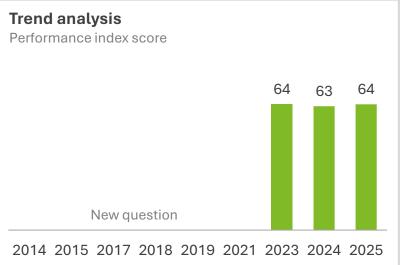
Business size	
Sole trader	75
2 to 5 employees	70
6 to 19 employees	81
20+ employees	58

Business location	
Ascot / Redcliffe / Perth Airport	78
Belmont	76
Cloverdale / Kewdale	75
Rivervale	50

Base: All respondents, excludes 'no response' (n = 75).

### Place to visit







### **Business variances**

Performance index score

Note: apply caution with analysis by sub-groups due to small sample sizes

Gender	
Male	64
Female	65
Respondent age	
18-34 years	57
35-54 years	64
55+ years	67

Position	
Business owner	63
Executive / senior manager	73
Business type	
All local businesses	65
Home-based business	68
Other business stakeholder	63

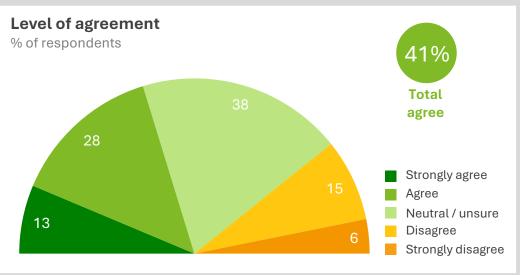
Business size	
Sole trader	73
2 to 5 employees	68
6 to 19 employees	77
20+ employees	52

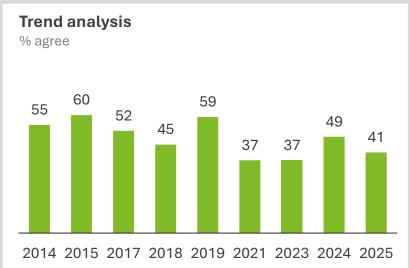
Business location	
Ascot / Redcliffe / Perth Airport	67
Belmont	63
Cloverdale / Kewdale	75
Rivervale	50

Base: All respondents, excludes 'no response' (n = 77).

# Business sentiment

## City of Belmont has developed and communicated a clear vision for the region







#### **Business variances**

% agree

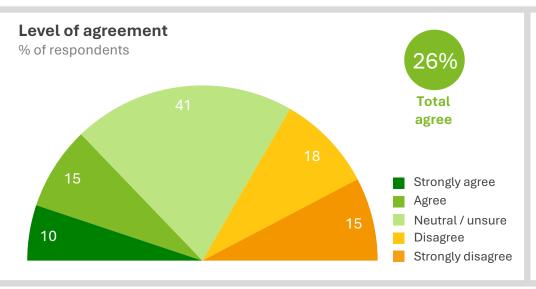
Gender	
Male	37
Female	47
Respondent age	
18-34 years	43
35-54 years	40
55+ years	45

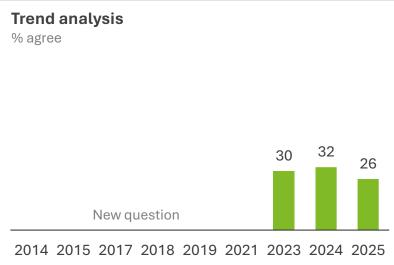
Position	
Business owner	46
Executive / senior manager	50
Business type	
All local businesses	44
Home-based business	56
Other business stakeholder	32

Business size	
Sole trader	42
2 to 5 employees	50
6 to 19 employees	57
20+ employees	31

Business location	
Ascot / Redcliffe / Perth Airport	33
Belmont	41
Cloverdale / Kewdale	56
Rivervale	40

## Support offered by the City of Belmont is relevant to my business







#### **Business variances**

% agree

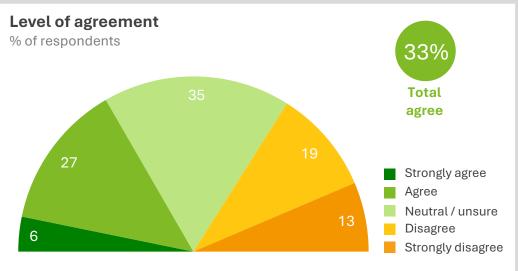
Gender	
Male	23
Female	26
Respondent age	
18-34 years	0
35-54 years	32
55+ years	23

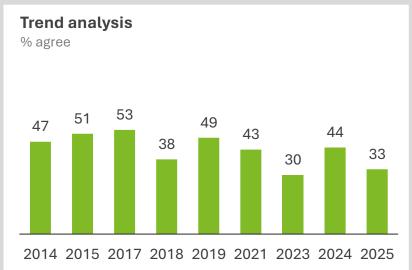
Position	
Business owner	24
Executive / senior manager	36
Business type	
All local businesses	27
Home-based business	33
Other business stakeholder	23

Business size	
Sole trader	25
2 to 5 employees	30
6 to 19 employees	36
20+ employees	19

<b>Business location</b>	
Ascot / Redcliffe / Perth Airport	33
Belmont	24
Cloverdale / Kewdale	33
Rivervale	20

## City of Belmont has a good understanding of issues and challenges facing businesses







#### **Business variances**

% agree

Gender	
Male	31
Female	35
Respondent age	
18-34 years	29
35-54 years	37
55+ years	32

Position	
Business owner	35
Executive / senior manager	43
Business type	
All local businesses	34
Home-based business	53
Other business stakeholder	32

Business size										
Sole trader	50									
2 to 5 employees	45									
6 to 19 employees	36									
20+ employees	19									

Business location										
Ascot / Redcliffe / Perth Airport	33									
Belmont	38									
Cloverdale / Kewdale	39									
Rivervale	20									

#### **Business priorities and aspirations**

### **Business support**

Local businesses would like more support from the council in areas including:

- Marketing and advertising support.
- More diverse business networking events.
- Funding and grant opportunities.
- Giving priority to local businesses when awarding council contracts.
- Providing flexibility and less red tape for home businesses.

#### **Business voices**

"Better support for advertising our services."

"More market events please. Assisting local business in marketing."

"They should help small business with how to market and promote their local services."

"I'm already very grateful for what the City does in this space to support local businesses. However, I'd love it if the business get together were changed up a bit, so they're not just early morning breakfast meetings. Not everyone works 9am-5pm and it's important for the City to recognise this diversity in working hours for business owners. I'd attend if not held early morning."

"Increase business networking opportunities and introduce grants that assist with business growth."

"Also, funding opportunities that included a wider range of businesses would be great, with more flexible criteria. It's not just new businesses that need assistance, it's also well-established ones."

"A lot of money appears to be spent on things that are not promoting keeping local business within local companies, I think any works being completed by the council should primarily be awarded to local residents and businesses."

"I understand there's a process when bidding for services to supply the city but if someone who resides in the City and puts in a bid then all things being equal, there should be acknowledgment of it being local. e.g. if we bid for a regional local council, they place consideration for those that are local to their region."

"Allow more flexibility for home business. I tried to open a cake business and they won't allow selling any refrigerated products even if I have a fridge. In other suburbs this is possible with regulations. As a chef I've got plenty of understanding about food safety and hygiene. This is supposed to be the land of opportunity, it's far from it."

"Make it possible for food businesses to operate from home. Compared to other councils, their rules are very different."



### **Business priorities and aspirations**

#### Safety and security

Respondents raised concerns about antisocial behaviour and crime and would like to see improvements in security, lighting and surveillance to make the area feel safer for customers and staff.

#### Streetscapes and aesthetics

Businesses would like to see better amenities and an effort to clean up and beautify streetscapes to make the area more attractive and appealing.

#### **Business voices**

"To strengthen the security and safety of the area, during and after business hours. Theft and homeless people begging for money, threatening the customers to shop in the area. Insecurity and unsafe for staff and customers to shop during business hours and also to stay after hours."

"Have more community watch vehicles and staff. Have security guards that are able to detain and arrest thieves and violent offenders at Belmont Forum - at the very least during busy times permanently."

"I don't have a business but I thinking protecting local businesses against antisocial behaviour and people stealing. Creating areas where the community can gather around local businesses."

"Lighting and security increased . Overall improvements of Kooyong road shops. Owners are trying to improve area but kerbside footpath poor condition, plant containers (dead) signage horrible and poor lighting adds to the undesirable people hanging around later than evening - causing issues in the area. The garbage bins have faded photos on them which look horrible and overall the area just looks very worn and rundown."

"Make it more colourful and artistic! Murals on wall - street art ... and plant MORE JACARANDAS!! Not gum trees and bushes! More jacarandas."

"Improve and decorate street fronts so the area is nice to visit."

"Clean up the streets. The City of Belmont is UGLY Trolleys and rubbish everywhere. Hideous developments.

Lack of Parking. Messy Street Parking. Congested Roads around business precincts. Abundance of
Trolleys. Rubbish on verges, streets that gets blown towards shop frontages. The City of Belmont is

becoming an ever-increasing Rubbish Tip!"

#### **Business priorities and aspirations**

#### Parking, traffic management and access

Several concerns were raised about insufficient customer parking and congestion caused by on-street parking. Respondents would like to see more parking in new developments, measures to improve traffic flow and easier access for traffic and pedestrians.

#### **Business voices**

"Ensuring adequate parking for residential and business addresses."

"Street parking around multistory houses, needs to address & both side of the roads are blocking due to parking. When new approval of business premises, need to allocate more car bays."

"New B&B on street with this business's clients causing dangerous obstruction to traffic flow near corner. Not enough parking."

"We appreciate the huge effort that has been made to address street parking, however, visitor parking is still a widespread issue. Our visitors all comment on difficulty getting a parking spot. I also experience this when visiting other businesses in Belmont. Providing that I don't have large goods to carry I use my bicycle only if I can take it into the business premises as secure bike parking is practically non-existent."

"Better access across Great Eastern Highway - over or underpass."

"Ease of access to businesses, more parking and less bottle necking, roundabouts instead to stop sign, give back and support businesses with deuced costs and discounts (small businesses)."

"Traffic control in certain hotspots - Islamic Prayer days and times."

"Listen to my concerns and ideas. Huge potential but the city is not interested as I'm not pumping millions into the city straight away. The city is advertising the City of Opportunity and wants to activate the area, but is not willing to find solutions nor work with my business. I have been nominated for an Award three years in a row and I applied and won the first year. I was congratulated by every statesman but have not been allowed to see anyone nor have they been interested in seeing my operation or meet me onsite."

### **Business priorities and aspirations**

#### **Better support for volunteer organisations**

Some respondents felt that compliance requirements and fees were burdensome on smaller and volunteer-run organisations. They also felt that certain groups were not treated fairly.

#### **Communication and engagement**

They also asked for better communication and consultation, ensuring that all voices are listened to and valued equally.

#### **Business voices**

"Supporting the operations of non-profit organisations within the City. These organisations operate with very few volunteers and provide an essential service to the community. This should not be at the tradeoff of expensive productions and events, most of which do not service the residents of the area."

"Be kind and helpful and aware that our club (name removed) is totally run by volunteers, with around 480 members. We have to run all our finances raised independently, and sometimes it can be worrying thinking that compliance fees/licenses may be required and are increasing annually. I sometimes have the impression some COB staff think we are an organisation run by paid work staff. We are all volunteers doing our best to provide a great community service."

"The conduct of the City of Belmont has left many members of our Association with the questioning if the City of Belmont want to support our sport or Association. Our Association made a significant financial contribution to the facilities that we use and from our investigations no other Association within the City has contributed the same amount of funds into the facilities within the City of Belmont, the treatment has been questioned is it because it is a women dominated sport, would this be happening in a male dominated sporting association?"

"Listen to my concerns and ideas. Huge potential but the city is not interested as I'm not pumping millions into the city straight away. The city is advertising the City of Opportunity and wants to activate the area, but is not willing to find solutions nor work with my business. I have been nominated for an Award three years in a row and I applied and won the first year. I was congratulated by every statesman but have not been allowed to see anyone nor have they been interested in seeing my operation or meet me onsite."

"City of Belmont must enhance its communication strategies with all stakeholders. Merely stating that a communication occurred four years ago, which is now affecting community sporting facilities, is insufficient. There appears to be a significant internal communication breakdown, where different departments are not aligned, resulting in negative consequences for the community."

# Economic development activities

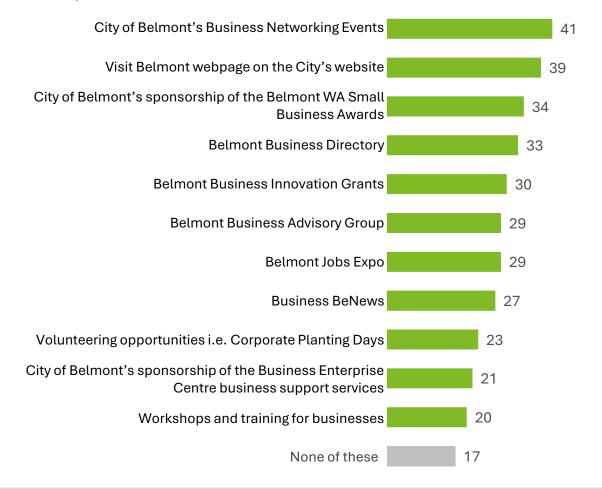
## Awareness of economic development activities

There is most awareness of the City's business networking events, followed by the Visit Belmont webpage and the City's sponsorship of the Belmont WA Small Business Awards.

There is lowest awareness of the City's workshops and training opportunities, sponsorship of the Business Enterprise Centre's business support services, and volunteering opportunities for local businesses.

# Which City of Belmont economic development activities had you heard of before?

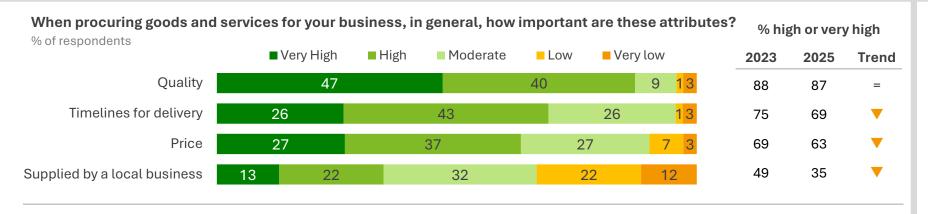
% of respondents





# Procurement and recruitment

### **Procurement and recruitment**



Quality is the most important attribute to local businesses when procuring goods and services. 87% believe this is of high or very high importance, on par with perceptions in 2023.

Local supply is the least important attribute and perceptions of importance have dropped by 14% points since 2023.

27% of respondents feel it is of high or very high importance that new employees live within the City of Belmont. This has risen 10% points.

% of respondents	oyooo ii	ir your buoii	iooo, now important io	it that thoy avo	toodity in the	orty or bound		
Employ local people	10	17	32	21	20	17	27	

When recruiting new employees in your business how important is it that they live locally in the City of Relmont?

Business variances % high or very high  Note: apply caution with analysis by sub-groups due to small sample sizes	All respondents	Male	Female	18-34 years	35-54 years	55+ years	Owner	Executive / senior manager	Local business	Other stakeholder	Home-based	Sole trader	2 to 4 employees	6 to 19 employees	20+ employees	Ascot/Redcliffe / Perth Airport	Belmont	Cloverdale / Kewdale	Rivervale
Quality	87	94	78	71	88	90	97	83	90	80	93	75	95	79	94	100	89	81	100
Timelines for delivery	69	73	66	71	72	60	72	75	71	65	86	82	72	57	63	100	59	75	67
Price	63	72	55	57	67	61	64	82	67	55	63	64	65	43	73	86	75	56	56
Supplied by a local business	35	43	29	33	30	48	50	33	40	21	40	33	50	21	31	25	47	33	44
Employ locally	27	29	22	17	23	36	30	25	29	21	20	9	35	29	19	38	40	13	22

Q. When procuring goods and services for your business, in general, how important are these attributes? Base: All respondents, excludes 'unsure' and 'no response' (n = varies from 68 to 71).

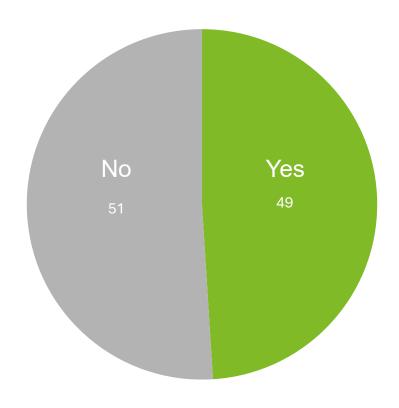
Q. When recruiting new employees in your business, how important is it that they live locally in the City of Belmont? Base: All respondents, excludes 'unsure' and 'no response' (n = 71).

# Circular economy

## **Engagement in the circular economy**

### Is your organisation engaged in the circular economy?

% of respondents



49% of respondents indicated their business is engaged in the circular economy, mainly through recycling, plus responsible disposal of e-waste, reusing materials and composting. A couple of business discussed sustainable energy initiatives.

"We reduce, reuse and recycle every resource we have to benefit the community and our volunteers."

"As far as I know by recycling."

"Recycle bin."

"Where possible in the office we only use recycled paper, recycled toilet paper, recycled toner cartridges, etc."

"Heavily invested in recycling. Metal recovery is a major focus. We strip out old machinery, industrial and transport equipment separating metals. We also recycle, glass and cardboard. All our single use beverage containers are recycled via the 10 cent system though this is small."

"I recycle as much as possible, office paper etc."

"Recycling all waste and byproducts where possible."

"We recycle customers' waste."

"E-waste: 1) mobile muster for mobiles and tablets; 2) computers, laptops, printer cartridges, etc... our office provides separate bins for electronic waste and when full we take it to a recycling centre."

"E-Waste programme on retirement of computer equipment."

"Use E-waste."

"Composable packaging, compostable waste, avoiding plastic."

"Using minimum waste strategies."

"... donating goods that can still be used instead of dumping them."

"Vintage furniture."

"We are fully electric and don't produce any waste. The waste from customers goes to a homeless guy who takes all the bottles to recycling to survive on the money earned."

"Energy efficiency: 1) change lighting to LED; 2) tinted windows; 3) change to new reverse cycle system and currently investigating use of electric cars for our fleet."



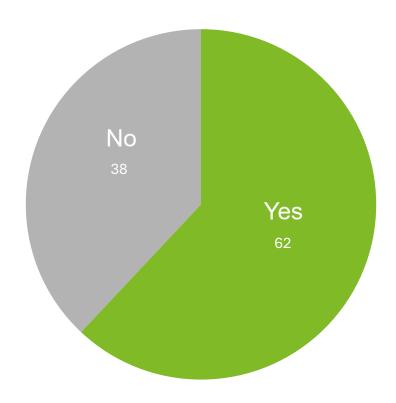
Q. Is your organisation engaged in the circular economy? An example would be directing your organisation's waste and by-products away from landfill and into other useful purposes within the economy Base: All respondents, excludes 'unsure' and 'no response' (n = 72).

# Social and philanthropic causes

## Support for social causes and philanthropic projects

Over the past 12 months, has your organisation been involved in activities to support social causes or philanthropic projects within the City of Belmont

% of respondents



38% of business respondents indicated that their business has been involved with activities to support social causes or philanthropic projects over the past 12 months.

Examples of local giving activities included:

"Our Association is fully volunteered based, we volunteer for the 10 months of the year to provide sporting events and competitions for the Belmont Community, within the City of Belmont."

"Providing business advisory support to SME's in City of Belmont."

"We donate hires to local businesses for their quiz nights, silent auctions, or training shirts."

"We donate prizes for the Belmont Awards and we support a few NFP with their fundraising and charity days (although sadly, these NFP's do not have any presence in Belmont)."

"We run workshops in Lapidary, Jewellery, Glass, and Geology, all run by volunteers for members to learn new skills. And many social activities for connection. Also organize rock hunt trips."

"Sponsor netball club and tree planting."

"We have a Containers for Change scheme where we donate the funds."

"We are heavily involved in the Belmont Community Pantry."

"Support vulnerable persons in the community such as Disabled, Igbqtia+, bipoc, mature aged."

"Involvement in community events."

"We support initiatives such as the Multisport days and Stressless Fest."

"Sponsored activities with discounts and donations."

"Donation and volunteering."

"Money."

"Sponsorship."

"Sponsorship and fundraising for local groups."



Q. Over the past 12 months, has your organisation been involved in activities to support social causes or philanthropic projects within the City of Belmont? Examples would be donating organisation funds, employee time, corporate volunteering or other resources to help a local cause or project Base: All respondents, excludes 'unsure' and 'no response' (n = 72).



CATALYSE® has been a long-term supporter of State and Local Government, delivering strategic planning and research services to build community and organisation value since 2003.

#### **Our vision:**

We believe in the power of working together to achieve greatness. Through our benchmarking services, we enable organisations and communities to learn from each other to continuously improve and create pathways to success.

Our flagship services have been embraced by councils across Australia. They include the FUTYR® Council Plan, MARKYT® Community Scorecard, MARKYT® Wellbeing Scorecard and CULTYR® Employee Scorecard.

We also develop bespoke, customised projects, plans and strategies relating to KPI reporting, project evaluations, workforce planning, communication and engagement, community safety, animal management, climate change and sustainable practices, youth services, seniors' services, art and culture, social impact assessments and lots more.

### Please **reach out** to chat about your needs.

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