This workshop will help participants develop an understanding of organisational change, particularly on the importance of detailed planning for change and the development of effective strategies for managing the dynamics and uncertainties of change.

www.lhmi.edu.au
Program overview

This workshop, jointly developed by the Australian Higher Education Industrial Association (AHEIA) and the LH Martin Institute, will work through a detailed case study of a major academic and administrative change in an Australian university in order to provide participants with, among others, an understanding of the importance of detailed planning for change and strategies for managing the dynamics and uncertainties of change.

Topics covered include the underlying industrial relations principles as they relate to change management, people management strategies and change leadership.

Who should attend?

Designed for senior staff working in the higher education sector including Deans, Heads of Department or Administrative Units, and others associated with conceptualising or leading organisational change.

Delivery mode

This one-day non-residential workshop utilises a variety of delivery methods to enhance learning, including:

- interactive sessions,
- small group work, and
- case studies.

Participants will work through a detailed case study of a major academic and administrative change in an Australian university setting.

Course content

- Case Study Work
- Underlying IR principles
- Unions, current EB clauses – consultation and change
- People management – strategies for managing dynamics of change
- Change leadership

Learning outcomes

Participants will gain an understanding of:

- the key phases of change;
- major models of change;
- key industrial relations implications when considering implementing change; and
- the benefits of using an appreciative inquiry approach.

Dates and locations

Friday, 19 April 2013
LH Martin Institute, University of Melbourne. Level 1, 715 Swanston St, Carlton.

Course fee:
$1,000 ($1,100 inc. GST)

Program fee does not include accommodation.
Liz Baré commenced her working life in charge of a small specialist library in a government agency, supervising two other staff. There she learnt valuable lessons in management, supervision and working in complex organisations. She moved through a series of technical and line management positions in that agency, and in 1983 was appointed to head its 50 strong personnel branch. There she fell in love with human resources management and decided that this was her true vocation. Her next assignment was to create a human resources function in one of the world’s largest volunteer organisations.

She has now headed the human resource function in three different organisations. Her longest appointment was as Vice-Principal (Human Resources) at the University of Melbourne. She and her colleagues developed the HR function at the University from a personnel function to a well regarded human resources division. In recent years, Liz has been Head of Administration at the University of Melbourne, where she was responsible for service delivery of IT, Finance, Research, Marketing, Property and Grounds, as well as overseeing a major restructure of administrative service delivery.

Liz is currently a Senior Fellow of the LH Martin Institute for Higher Education Leadership and Management and also a Senior Fellow in the Centre for the Study of Higher Education, at the University of Melbourne. Liz currently advises universities in Australia and overseas on management and human resource management issues.

Stuart Andrews has been working in the university sector for the past twenty four years, and was the Human Resources Director at the University of Tasmania between 1993 and 2011. In that role he was the lead negotiator for UTAS in five rounds of enterprise bargaining and was responsible for the strategic positioning of the University on industrial relations matters. Stuart had previously been employed by AHEIA as its Legal and Industrial Officer between 1988 and 1993, and returned to AHEIA in the role of Executive Director in May 2011.

Stuart is a qualified lawyer, having gained his law degree from UTAS, and he holds a postgraduate qualification in arbitration/mediation from the University of Adelaide. He is also a past President and Secretary of the Industrial Relations Society of Tasmania.

Janet Beard is Director of Integrated Administration at the University of Melbourne. Initially in Janet’s career, she worked in laboratory-based roles as a graduate agricultural scientist. Subsequently, in successive roles at three Australian universities, she worked in faculty management as the faculty general manager or similar title, in physical sciences, health sciences and agricultural science. In addition to the ongoing faculty management responsibilities, Janet’s roles also consist of areas such as financial management, student services, research support, marketing and so on. Each of these roles involved working on significant faculty organisational change. Her interest and experience in managing organisational change led to her current role at the University of Melbourne. In recent years, the University has been undergoing significant change, in part being driven by implementation of the new curriculum known as the ‘Melbourne Model’. This has instigated major administrative reform through firstly a review of student services, and subsequently business services.

Registration

To register, please go to our website www.lhmi.edu.au or contact us.
About the LH Martin Institute

The LH Martin Institute was established, with the support of the Australian Government, to help leaders, professionals and academics gain an understanding of the rapidly changing tertiary education sector and translate that knowledge into effective management strategies for their institution. In other words, we aim to improve management and leadership in the tertiary education sector by assisting its current and aspiring leaders in fulfilling their missions. We do this by providing an integrated set of programs, events and research projects that are tailored to the particular needs of the sector.

For more information about our full range of programs, events and projects please visit the website or contact us.

About the Australian Higher Education Industrial Association (AHEIA)

The Australian Higher Education Industrial Association (AHEIA) is the employer association for the higher education sector, registered under the federal Fair Work (Registered Organisations) Act 2009. The Association currently has 31 member universities. It provides a range of membership services, including advice and assistance with enterprise bargaining and the settling of industrial disputes, representation before industrial tribunals and internal disciplinary committees, and specialist training on a variety of employment-related issues. AHEIA also hosts national conferences and conducts national and State-based forums for the benefit of its members.

Contact details

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