

Caught Standing Still? Or Thriving by Moving Forward: Adapting to Change in the Tertiary Environment

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Northern Adelaide



Central Adelaide



**Specialised
testing for the
water industry**



University of
South Australia





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CHALLENGES

Resistance to Change
Changing Attitudes
Adjusting Behaviours
Influencing Factors
Silo's





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Common Goal

To be performing as a highly regarded, unified team across both campuses, including the ability to understand other staff members roles and responsibilities

Breaking down Silos

Establish Networks

Mutual Trust / Recognition

Relationships





Opportunities

- personal and professional development



...How did we do this...

The ~~three~~ four C's
The ~~three~~ four C's



Commitment

Communication

Cooperation

Coordination





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Defining Roles and Responsibilities

Cross Communication

Empowerment

Adopting Best Practice

...What did we achieve...



Results



Some Cons...

Lost Knowledge

The Senior Staff Story

New Units

Time Intensive Bursts

The Pros....

Pride and Ownership





Adaptable to Change

Multi-Skilled



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Rewards for Effort



Breaking Free



..... How did we know if we achieved our common goal?



'This is the way NBE does it'



CRISIS

OPPORTUNITY





Thanks For Listening



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