



Change is Inevitable, Reinventing Curriculum, Staff, and Spaces – The Journey to Implement the Centre for Advanced Design in Engineering Training (CADET)

Change is constant. The staff in the School of Engineering at Deakin University in Geelong are about to undergo a massive change, moving to brand new open plan hot desks and lounge style spaces. At the same time they will need to come to terms with a brand new way of teaching, Project Orientated Design Based Learning (PODBL), and the exact structure and approach is not yet finalised. This is to prepare for CADET (Centre for Advanced Design in Engineering Training). Therefore the Strategic team in the School must attempt to fully prepare itself, and try and fully map out and come to terms with it themselves, sort out roles and responsibilities. Who is doing what and when, who is writing the implementation and change plan?

The strategic team, consisting of academic, technical and administrative staff, embarks on a strategic retreat, enlists a change management coach and begin to prepare for the journey ahead of them and the rest of the staff. In the middle of 2015 it all needs to be up and running. Will it all be smooth sailing, doubtful! This is the opportunity to share the School Management's journey particularly from an administrative point of view. An administrative team and a School Manager who is responsible for both administrative and technical services who needs to keep it all together, the glue. Simultaneously the student numbers have grown by 21% and staff numbers have grown by 28% in the last year alone. This is all happening in a centralised faculty where the school administrative team is small; where the faculty neither fully understands the impact, nor changes that need to happen, or the additional workload. A massive change that needs to occur on top of busy workloads.

It is not yet known how hard it will be to convince the academics that open plan hot desks and lounge style is the way to go, many academics who prefer to do 'secretive' research behind closed doors! And can both technical and academic staff become facilitators? Moving away from the traditional academic approach giving lectures in front of a large cohort of students. Technical staff in the more traditional workshops are trying hard to embrace the technical changes, work out the expectations of them in this new world, and what is expected in terms of becoming facilitators.

All this to ensure that Deakin Engineering prepares for CADET which is a \$55million project, approved through an Educational Investment Fund (EIF), with both Commonwealth and Deakin financial backing. It will emphasise design,

virtual modelling, and prototyping skills. This design focused approach particularly targeted at year 9 to PhDs, is proven to make engineering more attractive.

The Geelong region's manufacturing is in rapid decline, it keeps making its ugly and sad (dis)appearance in the news. CADET is the golden light, solution and future for this region. It is an innovative design based solution from Professor Guy Littlefair, Head and Dean of the School of Engineering at Deakin University. This paper will outline the journey, optimism, pessimism and change management as it happens. It must and will succeed.