

The Case of eLAMP Examined with an Organisational Development Lens

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The past...



The future?



eLAMP - Emerging Leaders And Manager Program



Association for Tertiary
Education Management

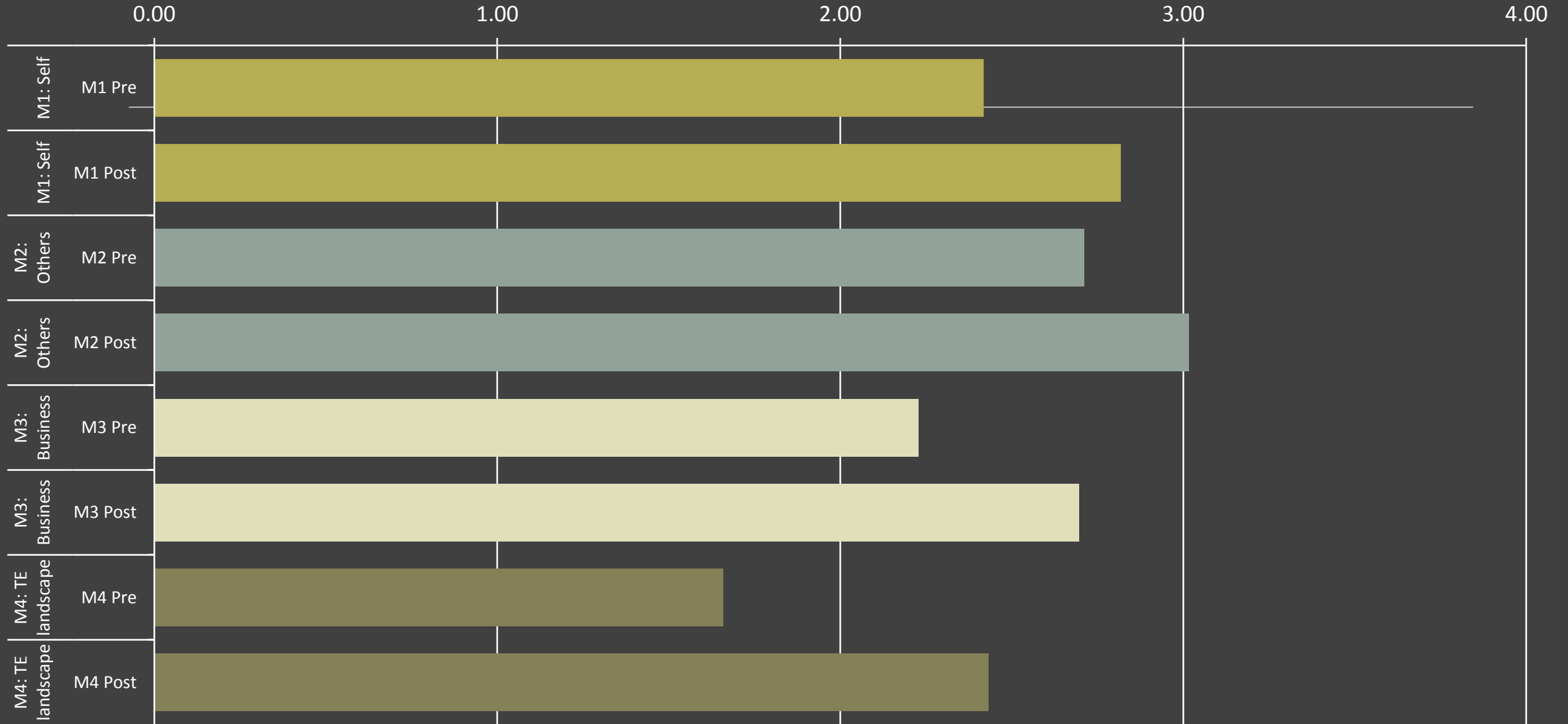


Curtin University

LH Martin Institute

What?

Participant self evaluation of understandings of the field



0-1: Not Yet Competent

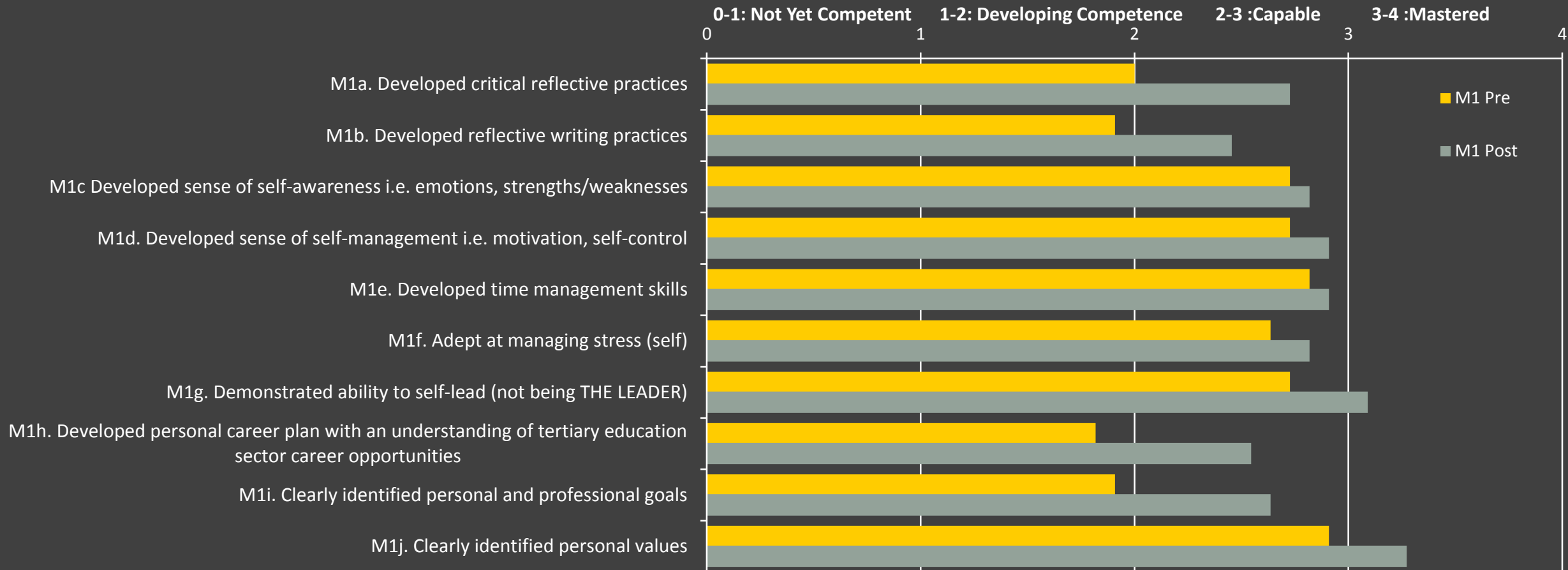
1-2: Developing Competence

2-3 :Capable

3-4 : Mastered

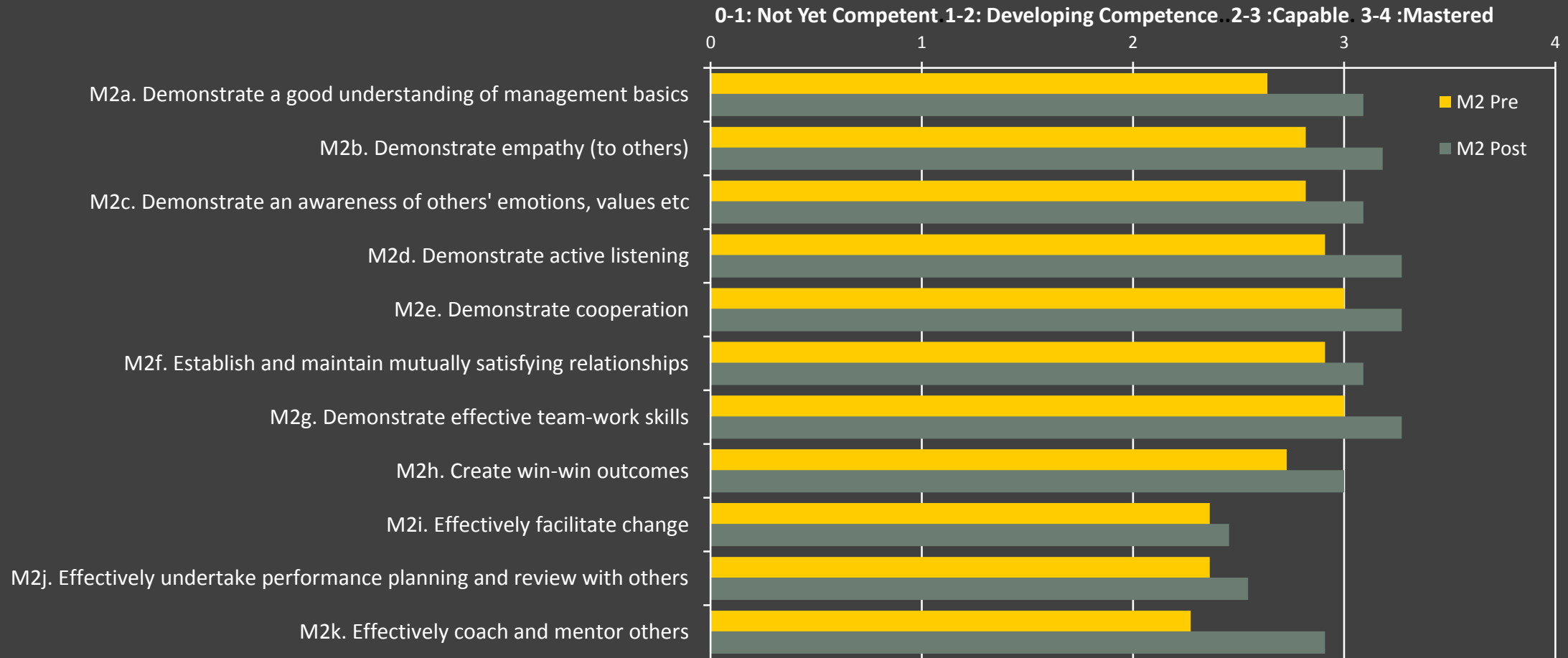
Module 1: Leading and Managing the Self

Participant self evaluation of pre and post eLAMP understandings for Module 1



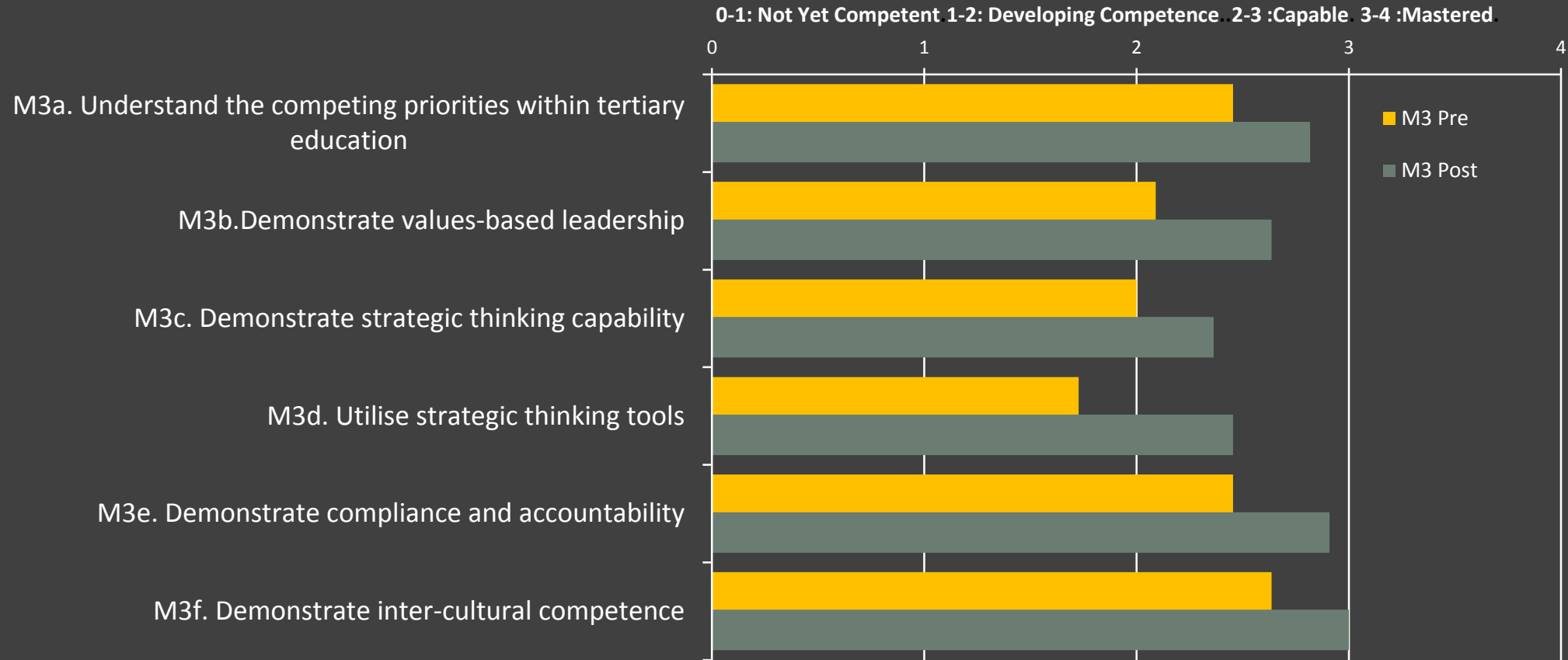
Module 2: Leading and Managing Others

Participant self evaluation of pre and post eLAMP understandings for Module 2



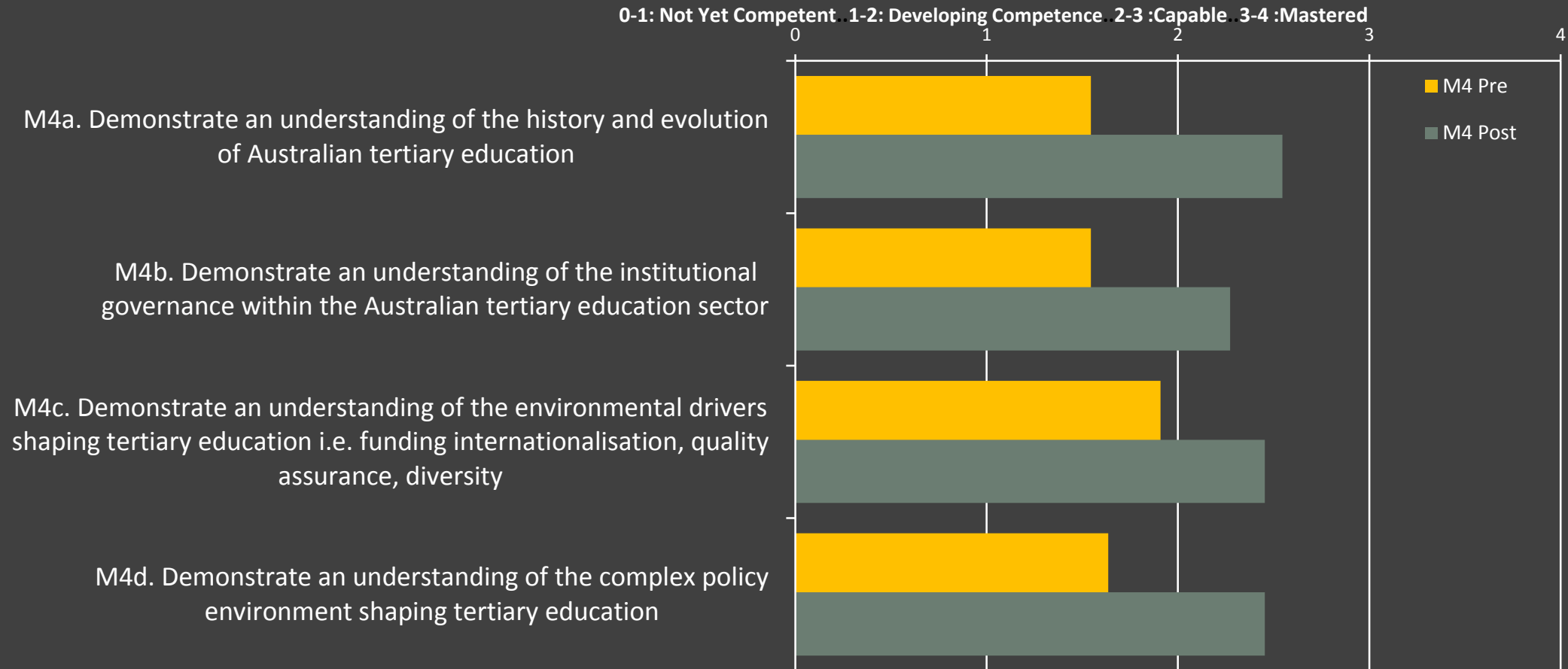
Module 3: Leading and Managing the Business

Participant self evaluation of pre and post eLAMP understandings for Module 3



Module 4: Understanding the TE landscape

Participant self evaluation of pre and post eLAMP understandings for Module 4



So what?

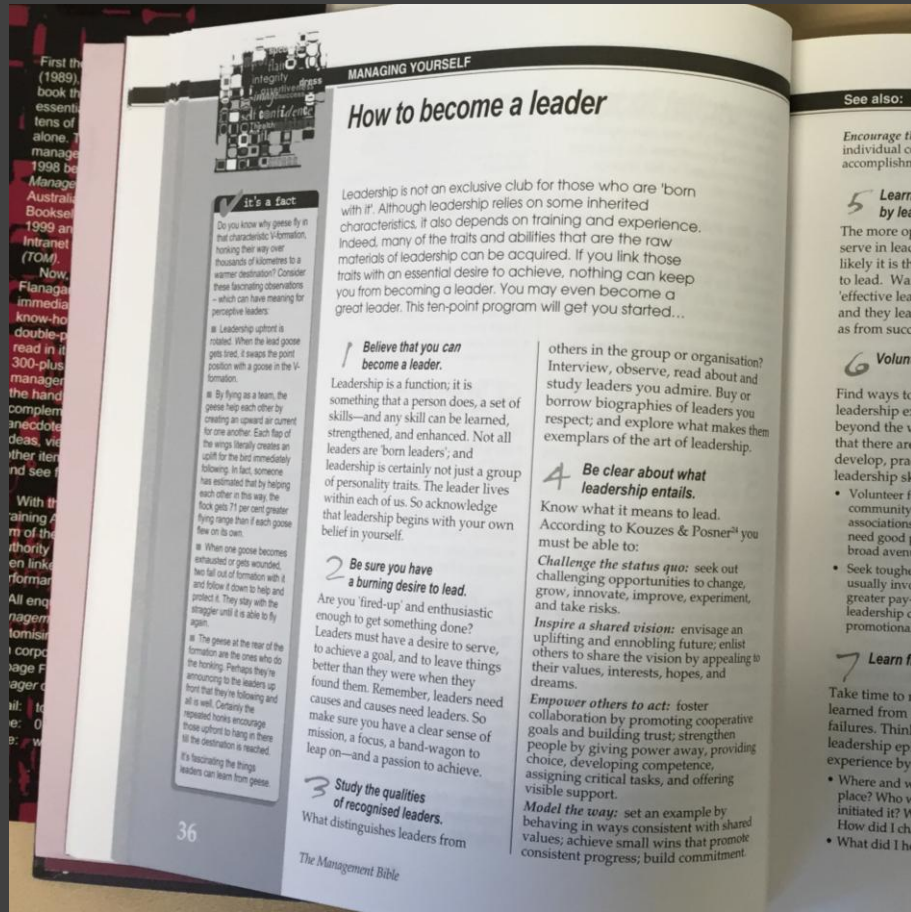
You identified three (3) significant challenges of your current role. Has participating in this program assisted you to deal or address these challenges in a different way?

- *Yes, I think being a part of the program helped me understand the importance of looking at challenging situations from other peoples perspectives which gives a greater insight regarding the issue or problem.*
- *It has helped me to be more reflective and I now have a clearer approach on tackling issues.*
- *1- Dealing with staff issues (program has been a big help) 2- Excessive work load (program has assisted) 3- Understanding the issues the university will face in the future (program has helped)*
- *Yes, I have put into place learning from the program.*
- *I have been able to understand a lot more about my own and other staff personalities and the skills and abilities required to become an effective manager. In some ways the program has helped me in growing personally and viewing other staff members with more empathy and emotional intelligence and understanding myself in how I relate to others.*
- *I can't remember the identified challenges. However, the program has given me an opportunity to reflect on my leadership practices - strategic thinking and reflective practice in particular. In turn, these have assisted me better deal with challenges*

So what?



Now what?



eLAMP, Curtin and the literature

Now what?

Reflections  Looking forward



Now it's your turn!

Pairs/small group discussion:

Why is organisational and personal change so challenging?

- Identify a change initiative in your workplace that has worked well and one that didn't work well.
- In your opinion what were the key factors that led to success in the first case and failure in the second case?

Plenary – share learning experiences



eLAMP – building TE leadership and management capability—one person, region and institution at a time

The screenshot displays the eLAMP website interface. At the top left is the 'atem' logo (Association for Tertiary Education Management) and at the top right is the 'LH Martin Institute' logo. A navigation menu on the left includes 'Overview', 'Welcome', 'Tertiary Education in the 21st Century', 'About the Program' (with sub-items: Program Aims, Moderators, Study Guide, Assessment Requirements), 'Key Contacts', 'About the LH Martin Institute', and 'About ATEM'. A 'PREV' button is located below the menu. The main content area features a header image of lightbulbs on green stems, followed by the title 'eLAMP - Emerging Leaders And Managers Program'. Below this is the section 'Tertiary Education in the 21st Century' with a sub-header 'Tertiary Education management in the Knowledge Era'. A video player is embedded, showing a presentation slide titled 'Tertiary Education Management in the Knowledge Era' by Kay Hemsall and Heather Davis, dated July 2012. On the right side, there are three icons: 'JOURNAL', 'DISCUSS', and 'PRINT'. A 'NEXT' button is located at the bottom right of the content area.

Any questions?

Thank you

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