



Curtin University

Case Study: Impact of a major change initiative on a team of change-agents

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Context

Organisational Development Unit (ODU)

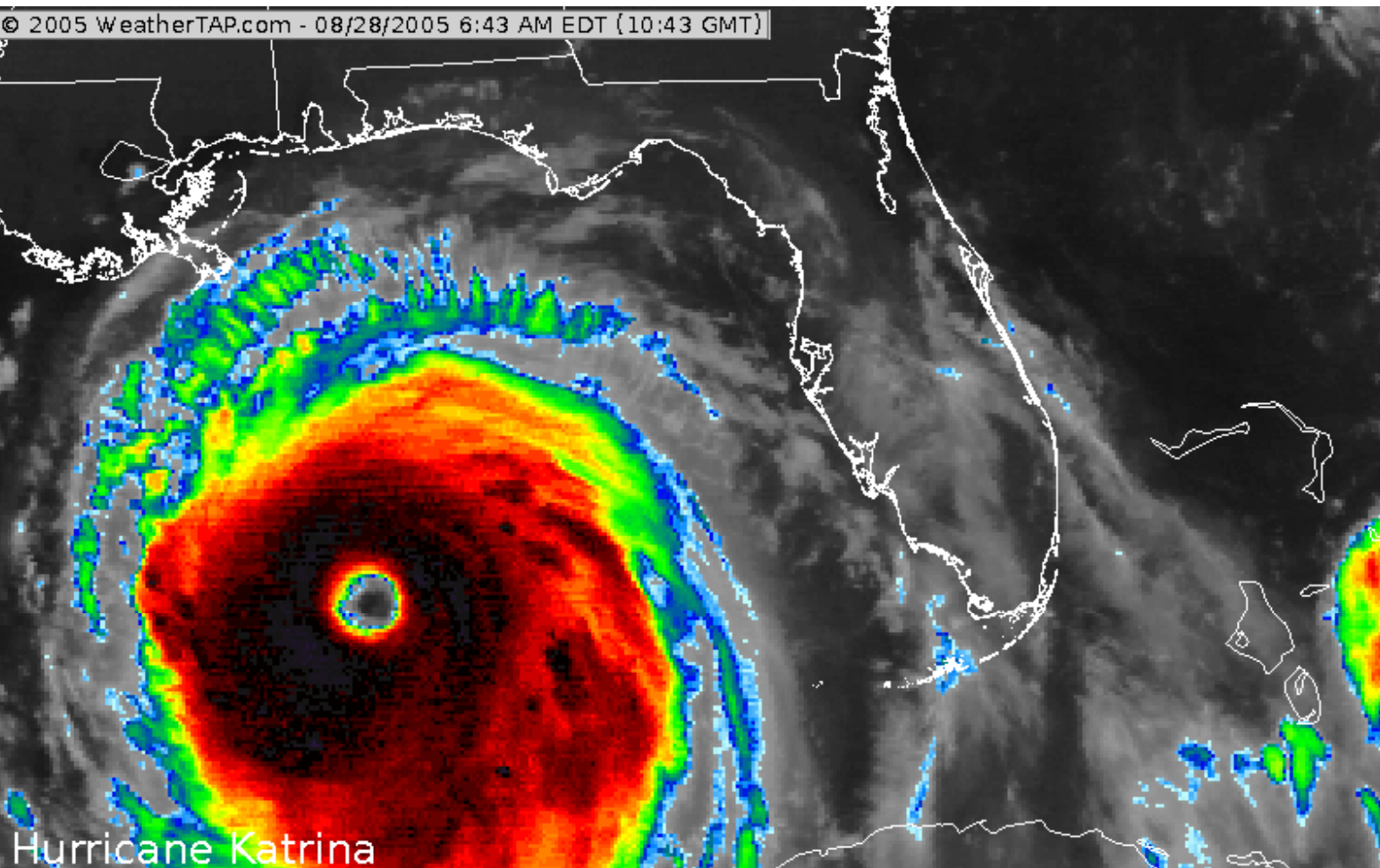
- Together since Oct 2007
- Well oiled ship – or so we thought!

Change initiative:

- Develop consistent workload model within University
- In 2008 the AWMS project commenced
- Pilot completed
- Mid 2010 the ship had landed - ODU “inherited” the role of captaincy to steer the ship on its current course
- Immediate impacts on ODU

The Perfect Storm

© 2005 WeatherTAP.com - 08/28/2005 6:43 AM EDT (10:43 GMT)



Hurricane Katrina

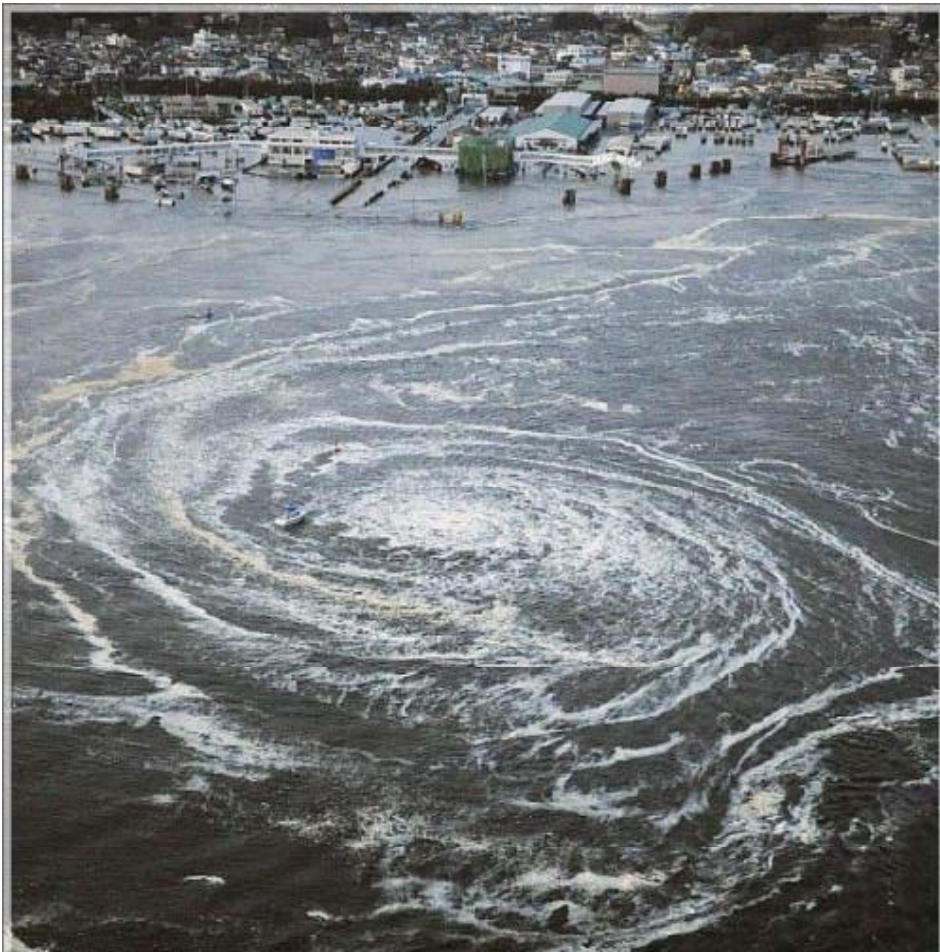
Smooth Sailing



storm is moving in



sitting on the edge of the whirlpool



gigantic waves take hold of ODU



the fog is lifting and the rainbow appears



Reflections

Project Team

ODU Team

Project Management

Self



ODU post storm strategy

Importance to keep ears open for possible ODU involvement and obtaining early intervention

Take time to assess a 'team' and to allow them to gel

Take time to assess what the ODU takes on, how it will impact and the flexibility of the initiative – if not good, say no (know limitations, can't do all)

In-depth review of ODU values and ground rules

