

Session 6

OPPORTUNITY IN ADVERSITY: BUILDING INTERNAL CAPABILITY

Dr. Faye Lambert, Ms Jodie Burgess

Monash College

The current downturn in demand for pathway courses into Australian Universities has the potential to drive providers exclusively into cost cutting mode, ultimately undermining product quality and hence, longer-term viability. While attending to efficiencies in program delivery, Monash College, a wholly-owned subsidiary of Monash University, has used the current context to provide a mandate for fundamental organisational change. Two theoretical models have informed the Monash College change process: John Kotter's (1995) model for leading and managing change and the capacity building framework developed by Hopkins, D and Jackson, D (2004). Drawing directly on these models, the presentation will outline the key structural and cultural changes that have been designed to strengthen internal capability and set the stage for superior quality in learning outcomes in the future. Participants will gain an understanding of the coherent set of strategies being used by Monash College to deliver program quality, including the formation of a Transition Specialist Support Group (TSSG).

Presenters Biography

Dr. Faye Lambert has a diverse educational background including a Bachelor of Commerce, Graduate Diplomas in Education, Family Counselling and Program Evaluation, and a PHD in Educational Administration. She began her teaching career in secondary schools and is now currently Director of Monash College (Australia), a leading multi-campus transition education college for international students and wholly-owned subsidiary of Monash University. Faye has worked in both the corporate and not-for-profit sectors designing, delivering and evaluating learning programs. She has presented and published both nationally and internationally within a range of fields including teaching and learning, organisational change, program evaluation and leadership development.

Ms Jodie Burgess is an experienced educator with a Bachelor of Secondary Education, Graduate Diploma in Health Counselling and a Masters of Human Resource Management/Industrial Relations. Jodie joined Monash College in 2007 having been Deputy Head of School in the Victorian Independent School Sector. Her diverse experience at Monash College has included managing the Quality and Innovation Team, the design and implementation of student programs and close liaison with off-shore providers. As Deputy Director (Associate) Jodie, currently leads the newly created Transition Specialist Support Group (TSSG) responsible for articulating the Monash College transition education philosophy and translating this into teaching practice. This group has been established to provide a suite of integrated, high quality professional learning programs for staff and to build a collaborative culture which embodies a shared language regarding pedagogical practice.