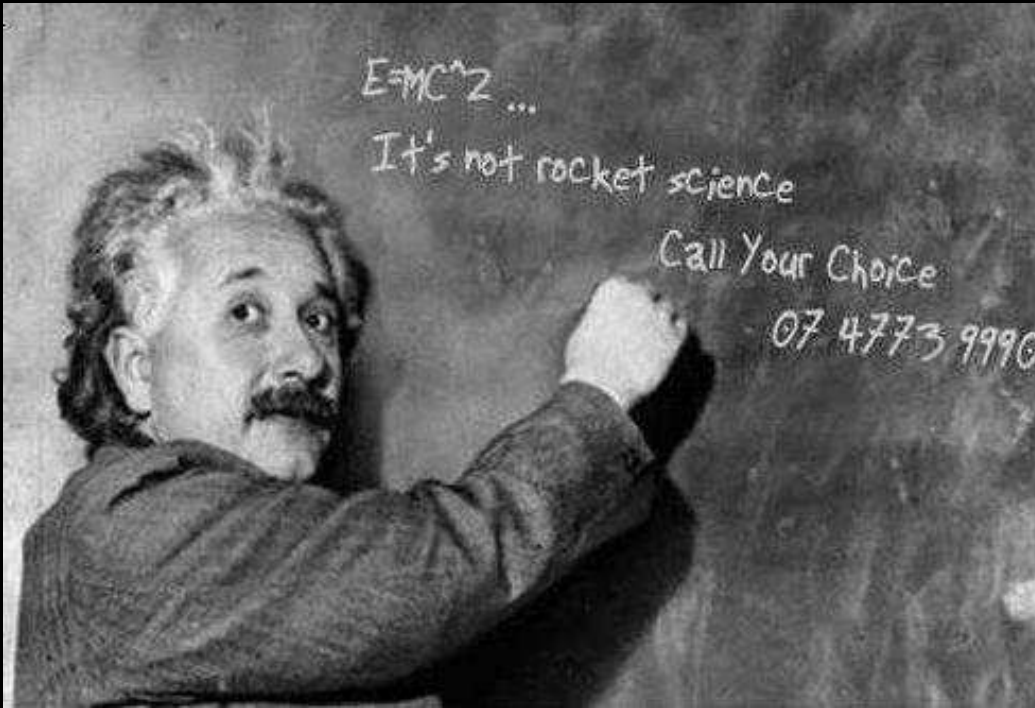


# Floods, faculties and successfully surfing the waves of change



**Jo Allbutt**  
Learning & Teaching Manager

**Martin McCarron**  
Technical Services Manager



**Innovation is not about shiny gadgets. It's about looking at a problem and seeing an opportunity. That's the spirit that built Australia.**

*- Senator Kim Carr*



Affected more than 78% of Queensland – an area bigger than France and Germany combined  
was declared a disaster zone

33 People died

3 souls remain missing

2.5 million people were affected

29 000 homes and businesses suffered some form of inundation

\$5 billion estimated cost



## Floods, faculties and successfully surfing the waves of change





Gardens Point Campus was shut down  
Infrastructure impacted  
Communications in jeopardy  
Health concerns



## Floods, faculties and successfully surfing the waves of change





## Floods, faculties and successfully surfing the waves of change



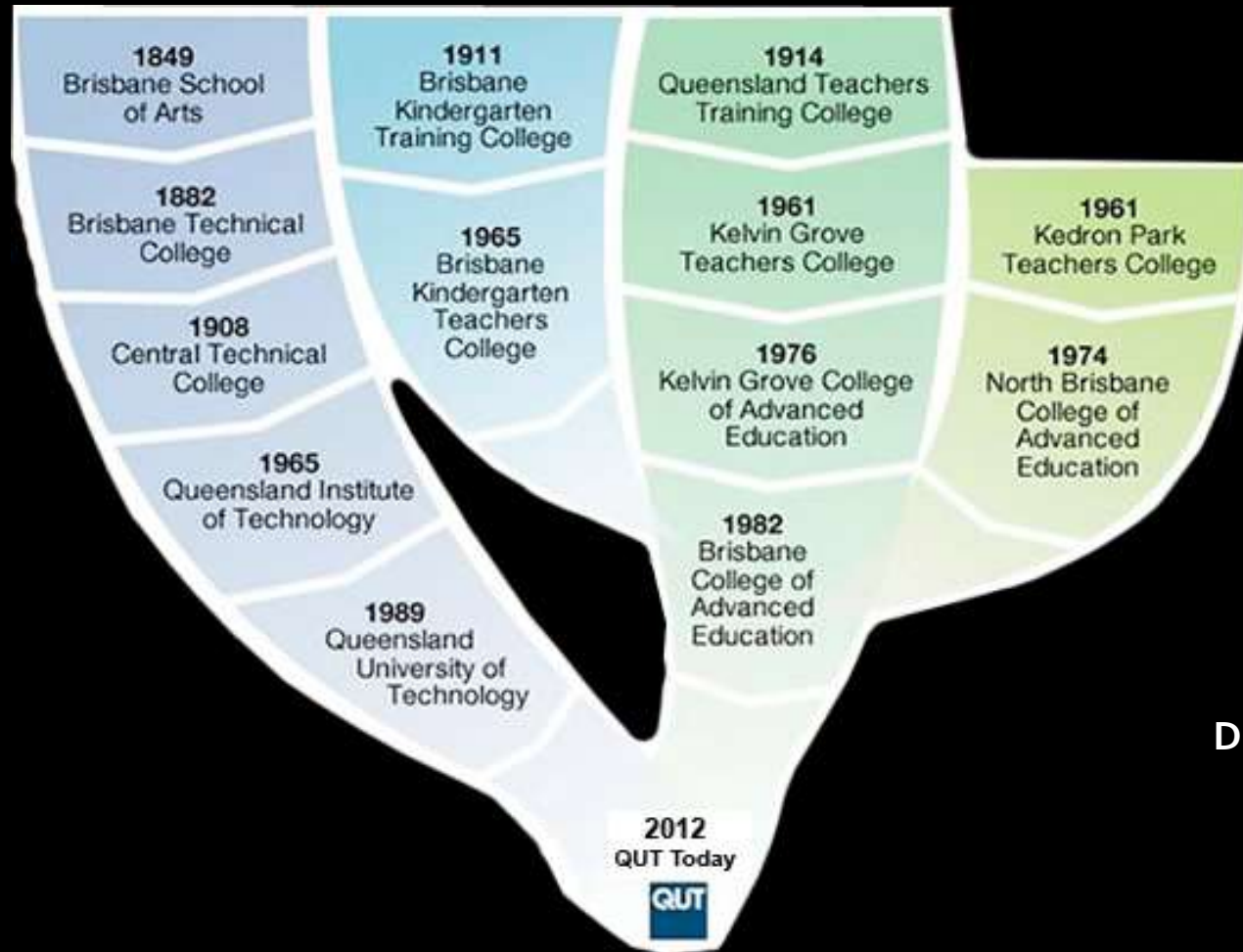


Re-located to different campus and set up  
Re-purposed computer labs for senior staff  
All students offers went out  
Re-located staff and phones and computers across the campus  
SMS system went up in a matter of hours





Community Spirit  
Resilience  
Resourcefulness  
Adversity to Innovation



### Drivers for change at QUT

Environmental factors

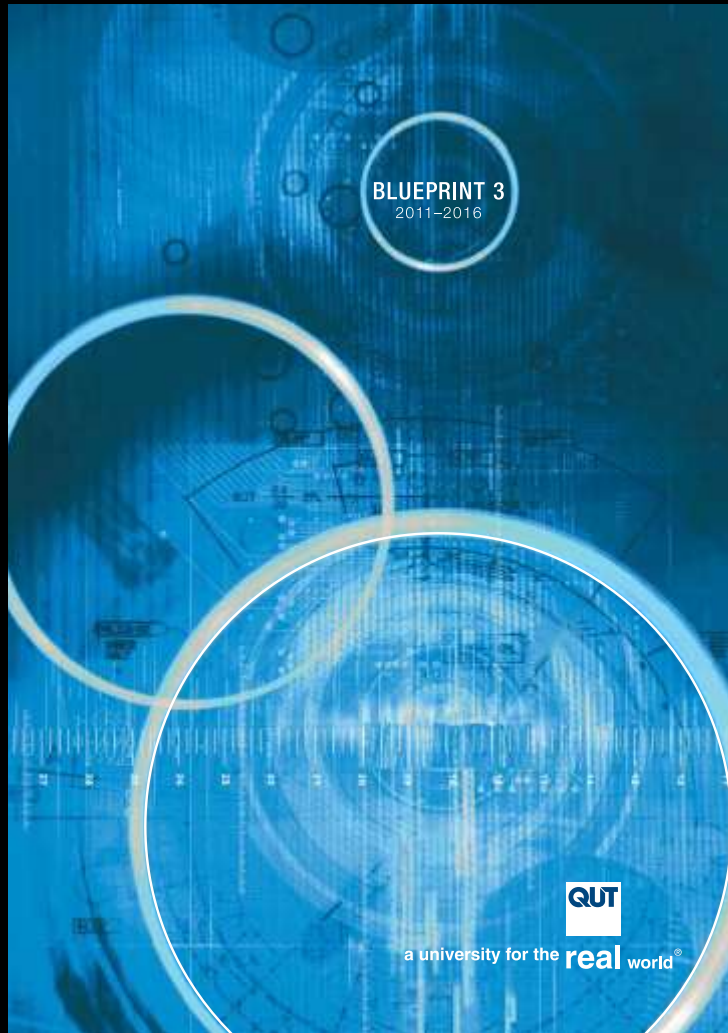
Physical

Structural

Curriculum

People





**The QUT Transformation**  
4 Faculties into 3  
Institute for Future Environments  
Science and Engineering Centre (\$230m)  
Laboratory Transformation (\$54m)

A

- ***Awareness*** of the need for Change

D

- ***Desire*** to support and participate

K

- ***Knowledge*** of how to change

A

- ***Ability*** to implement required skills and behaviors

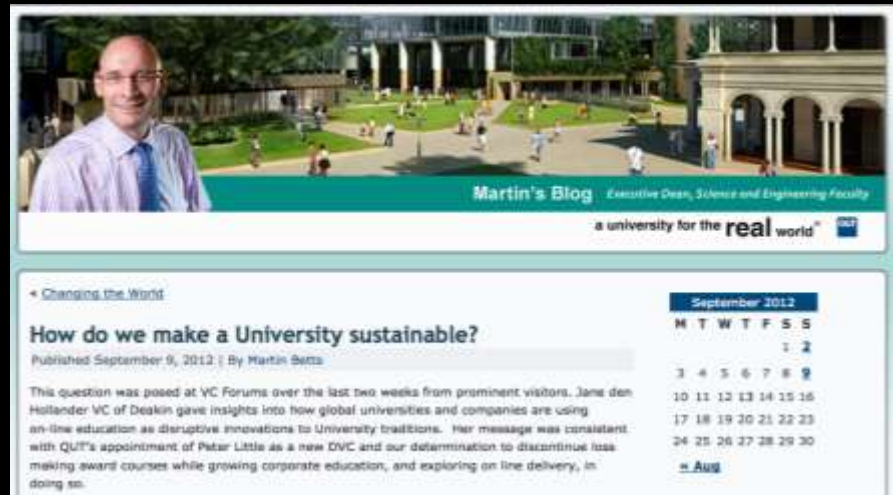
R

- ***Reinforcement*** to sustain the change

## The ADKAR Individual Change Management Model)



## Floods, faculties and successfully surfing the waves of change



High Visibility Dean  
Connecting in new communities



Jo Allbutt  
Martin McCarron  
Science and Engineering Faculty

Problems are only opportunities in work clothes

*Henry J. Kaiser*

TEMC 2012



Building leadership capacity  
A broad coalition of change



## Floods, faculties and successfully surfing the waves of change



Less can be more!



Postcards from the future





Tomorrow's Technicians  
Unleashing Potential

# TechNet 2012 Coming Soon!

**QUT**  
**Science and Engineering Centre**  
**28 - 30 November**

**QUT** Australia's premier conference for technical professionals  
[www.technet2012.com](http://www.technet2012.com)



Floods, faculties and successfully surfing the waves of change



Jo Allbutt  
Martin McCarron  
Science and Engineering Faculty

TEMC 2012



Active and visible Sponsorship  
Power of Communities  
Clarity of Purpose  
Investment in Leadership  
A managed approach to Change



Our Goal:

To **transform ourselves** and our environment  
into a thriving academic **community**, enriched by  
**all of our people**





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