



# Positive workplace change:

Enabling a development approach to change

Melissa Roughley, Sally Davis

Never Stand Still

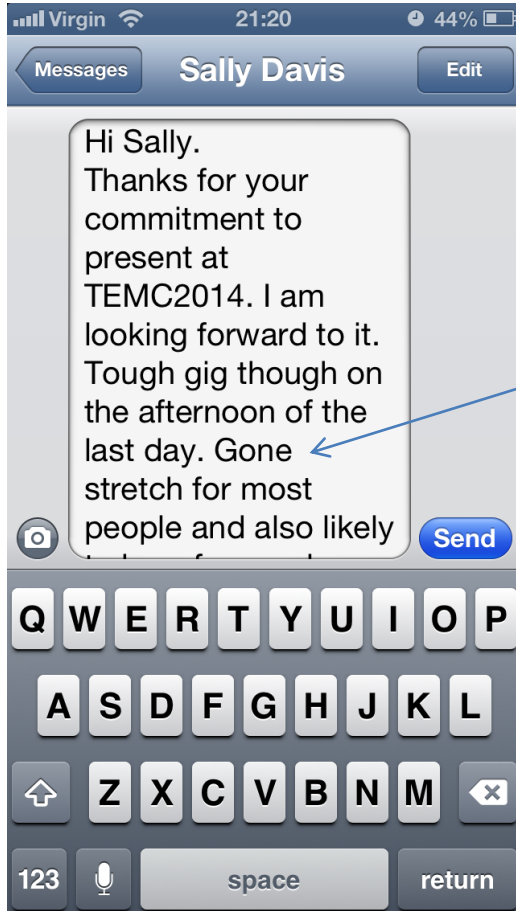
Faculty of Arts and Social Sciences

# Who are we?

Melissa Roughley, Faculty General Manager, UNSW Arts and Social Sciences

Sally Davis, Sally Davis Consulting

# Turn your mobile devices **on**



# Our story....

Challenge = **SILOS**

Trigger = **amalgamations**

Question = **HOW**

Vision = **increased capacity**  
**effective new entities**



# Complexity and Business

**M**asses of information

# Complexity and People



# What we did – a snapshot

Melissa

\* Initial idea about working with prof teams came out of a planning day approx 18 months ago. We invest a lot in academic staff – time to focus on professional staff

- ↳ - Providing development opportunity
  - learning from each other, sharing
  - Career path options, transferable skills, building on strengths
- ↳ Opportunity to minimise duplication of effort
  - Creativity, innovation
  - standardising processes
  - Compliance requirements
- ↳ empowering teams to learn new things, ownership  
(+ team building)
- ↳ FASS is often leading the way within UNSW & therefore other areas watch what we do (eg moodle, A.V)
  - opportunity to influence centrally

\* Julie - Using limited resources in the best direction to make us the best

ago - very  
ons, demands  
porting line)

don +

logicality

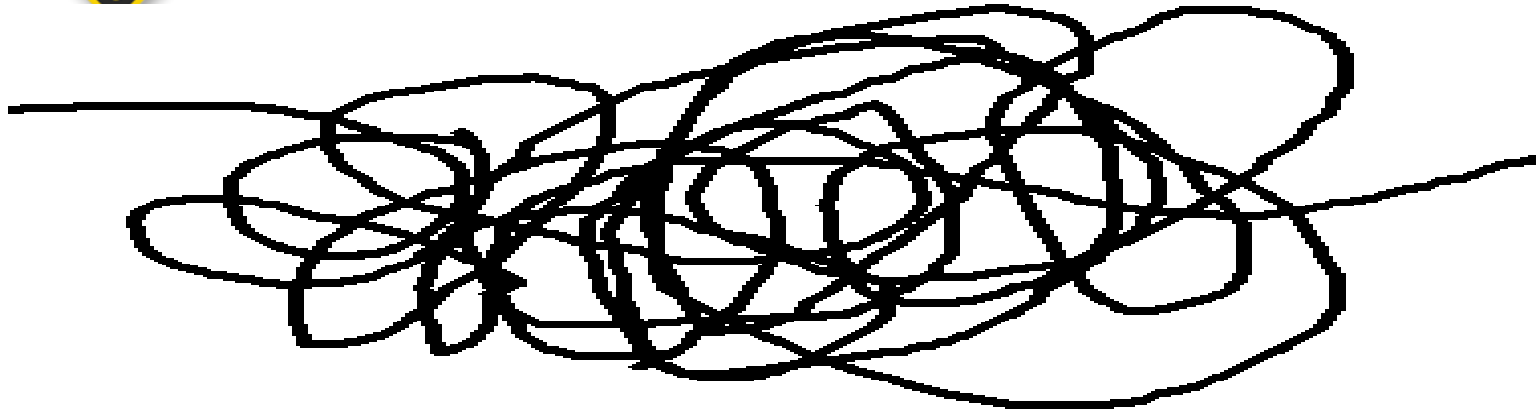
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# Example: School amalgamation




+





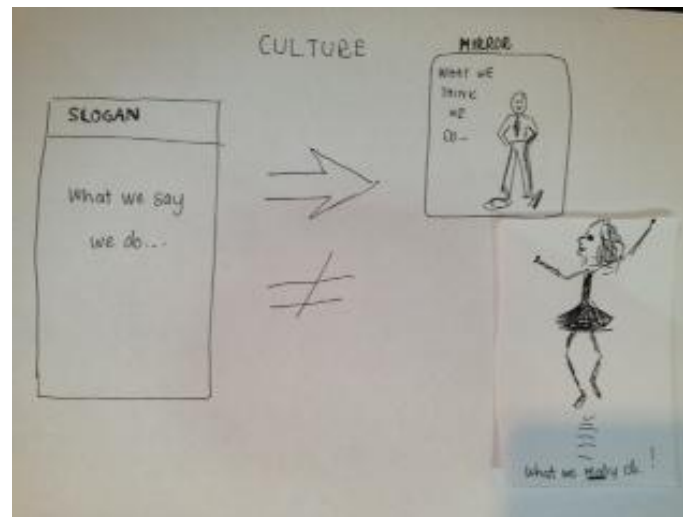
# Feature: Administrative team unification



Our way 1      Our way 2

# Complexity and Culture

Workplace culture 'how we do things around here'



# Feature: Capacity Building

*Strengths based*

*Career Development*

*Acknowledgement*

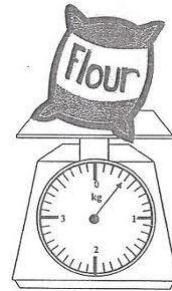
*Coaching*

*Motivation*

*Managerial role*



# What next: How to bring it all together

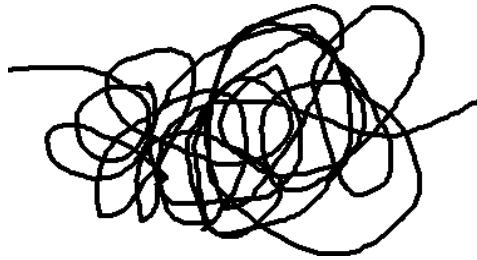


# The moment.....

Action Learning Theory

Real work problems

Problem solving



Ownership

Reflection



# Questions



# Contact details

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