

Are we there yet?

Creating a culture of accountability in academic staff: ACU's investment in changing academic working arrangements and mindsets

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Are we there yet? Creating a culture of accountability in academic staff

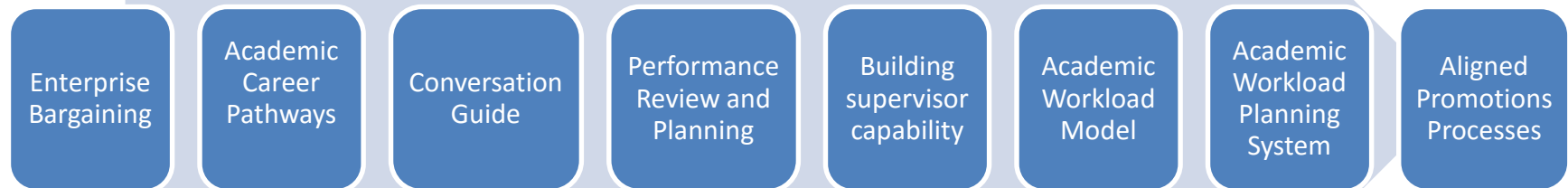
- The Project – A Culture of Performance in Academic Staff
- Leadership the project needed
- Issues and Challenges
- Are we there yet?
- Questions

The Project – A Culture of Performance in Academic Staff – Version 1 (2010-2013)



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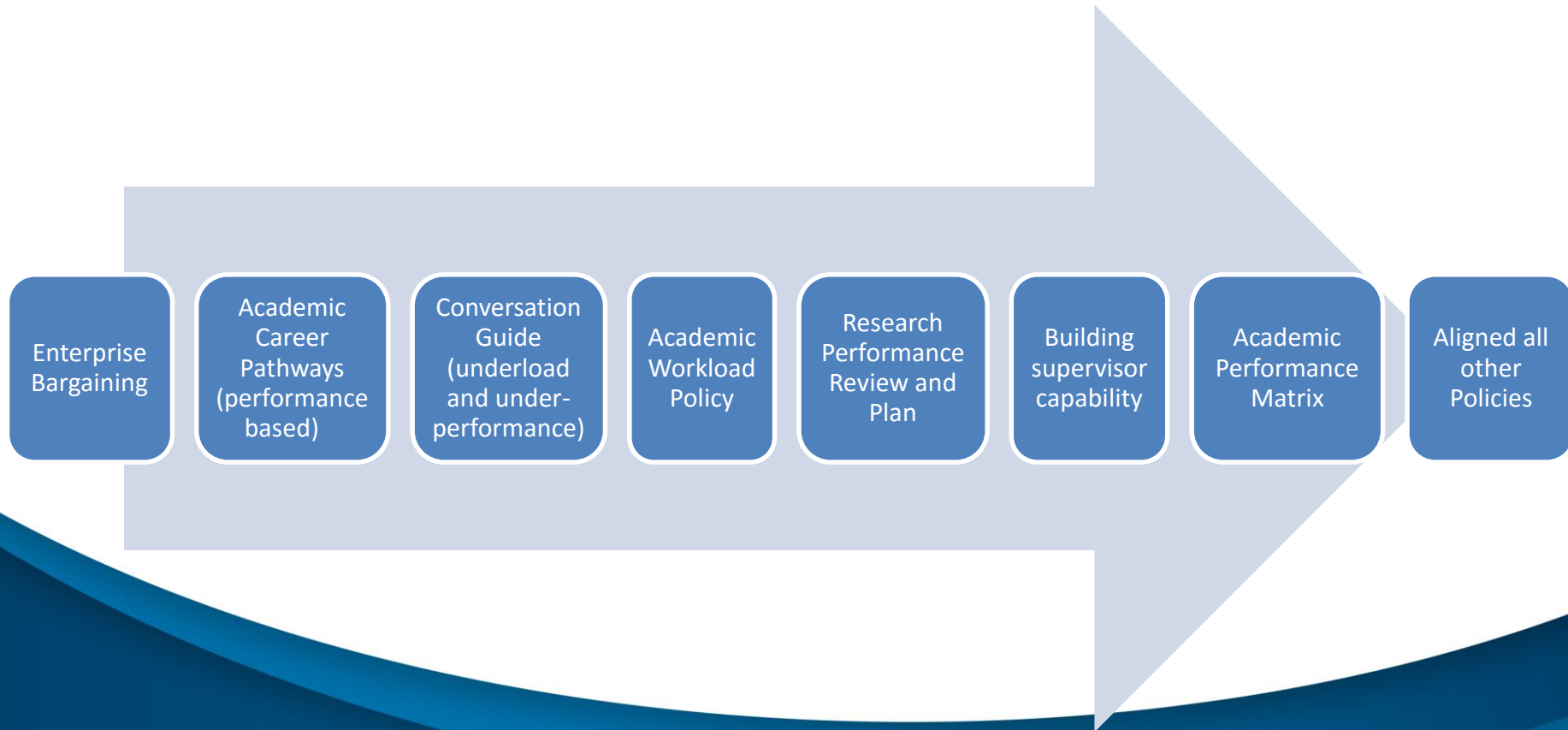
*The need arises to review and critically assess resources;
..the mechanisms of a performing workplace;
Realign our staff with organisational priorities;
Each individual's balance and type of workload cascade from
institutional imperatives and align to expertise and aspirations.*



The Project – A Culture of Performance in Academic Staff – Version 2 (2013-2017)



The Project – A Culture of Performance in Academic Staff – Version 2 (2013-2016)



Leadership the project needed

- Vision
- Sponsorship
- Shared accountability
- Management approach to long term planning
- Courage and Resilience

The Project – A Culture of Performance in Academic Staff



Issues and Challenges

- Knowledge Transfer
- Disruption
- Disputation
- Communication, Communication, Communication



