

CHANGE IS INFINITE

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*"I was to learn later in life
that we tend to meet
any new situation in life
by reorganising;
and a wonderful method it can be
for creating the illusion of progress
while producing confusion,
inefficiency and demoralising..."*

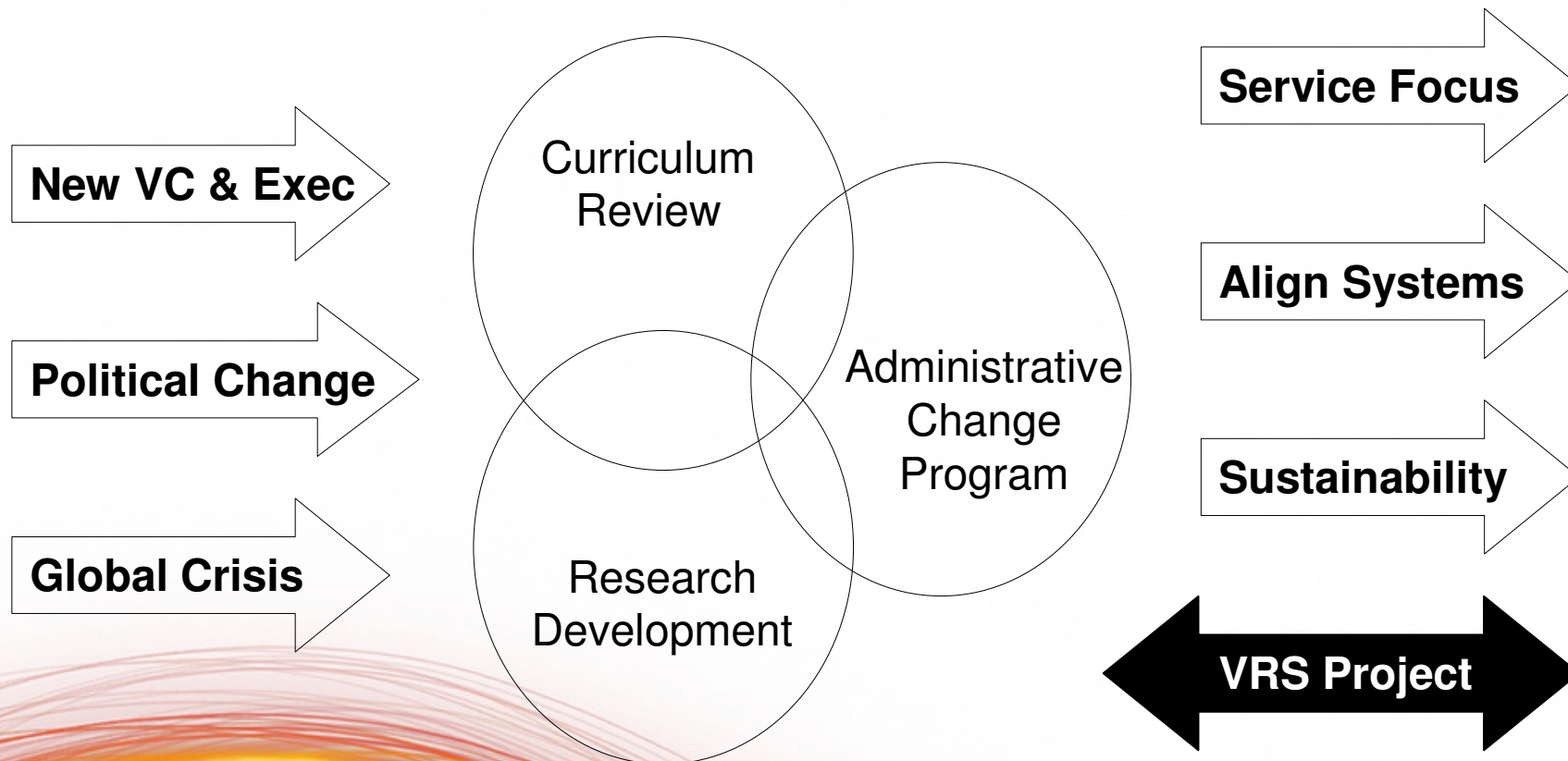
Gaius Petronious , Roman Satirist, 1st century AD

Change Context

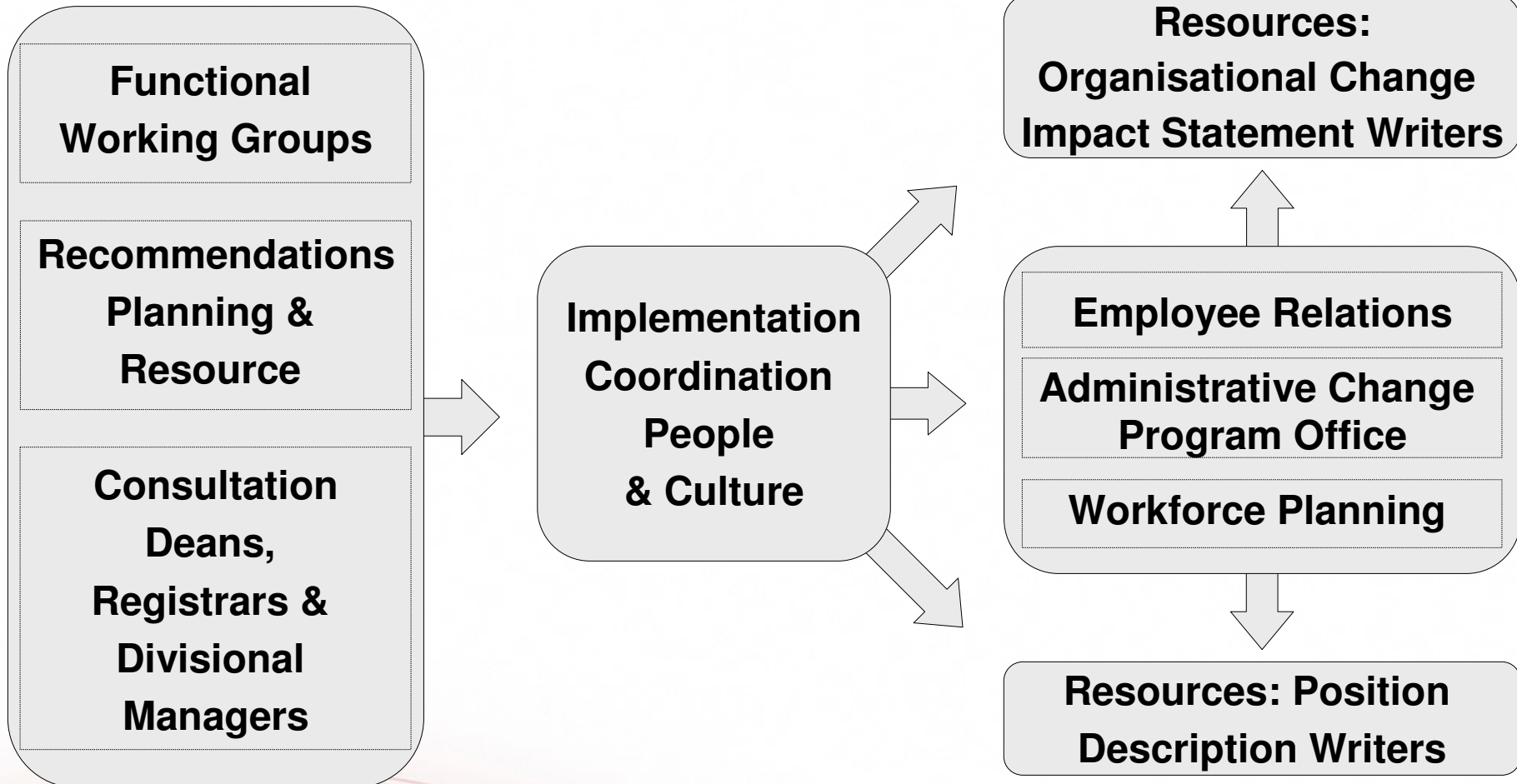
The Why?

The What?

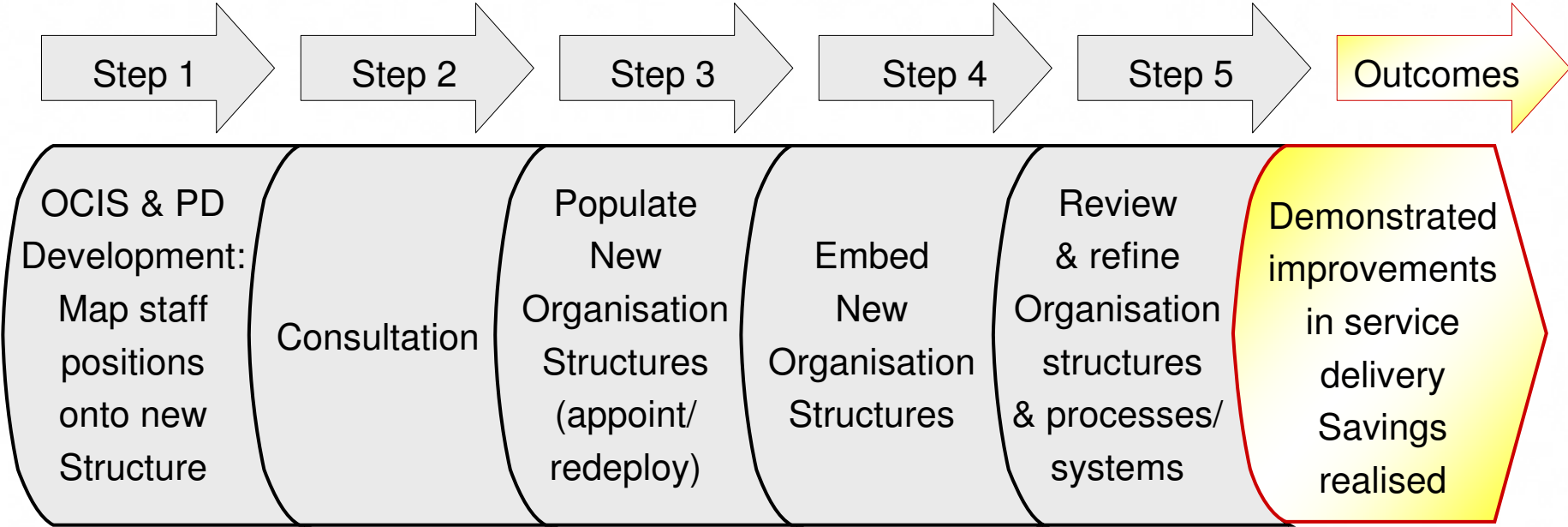
The How?



Planning and Supporting Change



Implementing the Change



Driven by consultation/discussions between Deans, Registrars, Divisional Managers and Implementation Support and Coordination Team

Complexity: Voluntary Redundancy Scheme

When do you start to achieve financial targets?

Today or Tomorrow? Sometimes you can't wait

- Objectives: Achieving financial targets
- Balancing change focus and financial reality
- Short 6-week timeline
- Consultation: Unions, managers, faculties, services
- 220 Staff received VRS, saving estimated \$15.8M

The Challenges

- Change is inevitable...
 - HR needed to refocus to provide the capabilities and capacity to drive to support the wider change program
- Life goes on...
 - Finding the time and ability to balance the strategic and the operational
- Know what you know ...
 - Understanding the corporate organisational knowledge
- Working together...
 - Delivering a voluntary redundancy scheme alongside ongoing functional reviews

Learning Loop

1. Foster mutual respect
2. Everyone should be part of the solution
3. Stay on message
4. Change without egos
5. Engage the key influencers
6. Collaborative decisions
7. Capture organisational knowledge
8. Make the hard decisions

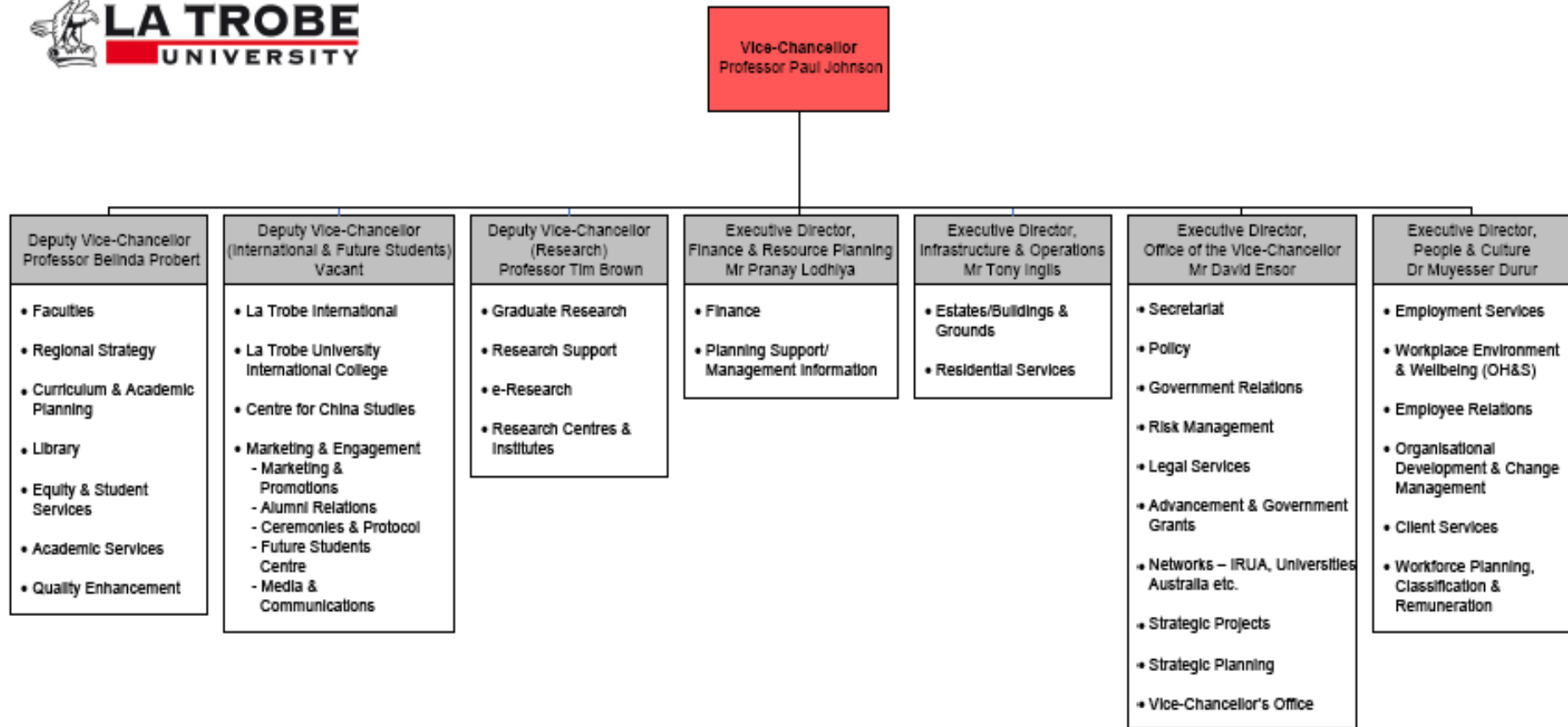




Infinite Possibilities™

Any Questions?

New Senior Executive Structure



Proposed People & Culture Structure

