

Establishment of a WIL Administrative Unit Federation University Australia

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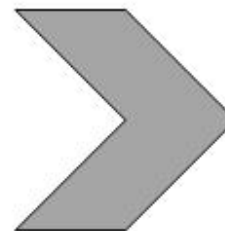
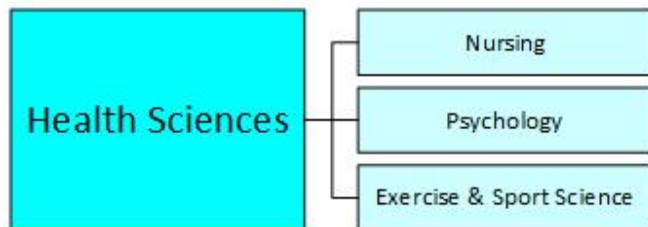
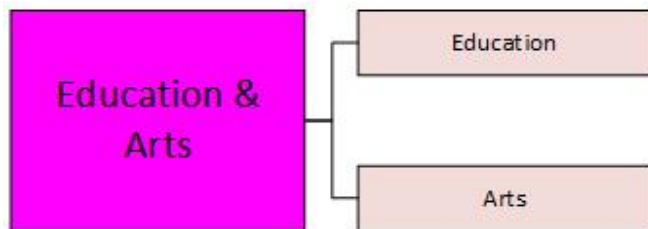
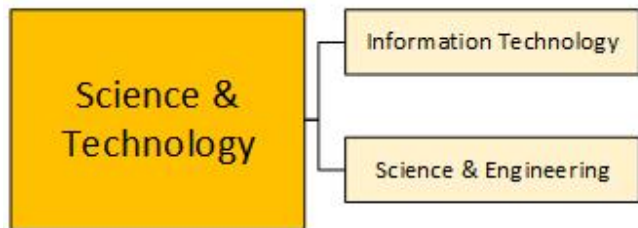
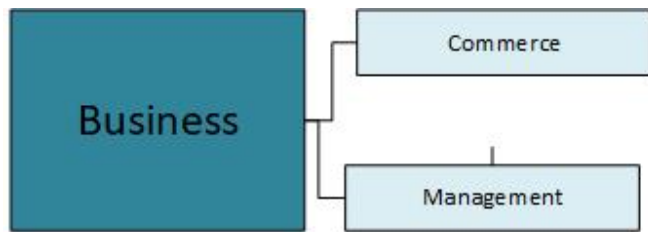
Federation University Australia

21st November 2019

Introduction







Business

Education

Arts

Science,
Engineering & IT

Nursing

Health & Life
Sciences

Academic Services and Support Directorate



New View of the world

Issues identified:

Dysfunctional teams

Different processes

Using system to various levels of capacity

Under resourced

Significant issues with lack of placements in particular programs

Confusion over academic and professional staff roles

Stressed and wary staff

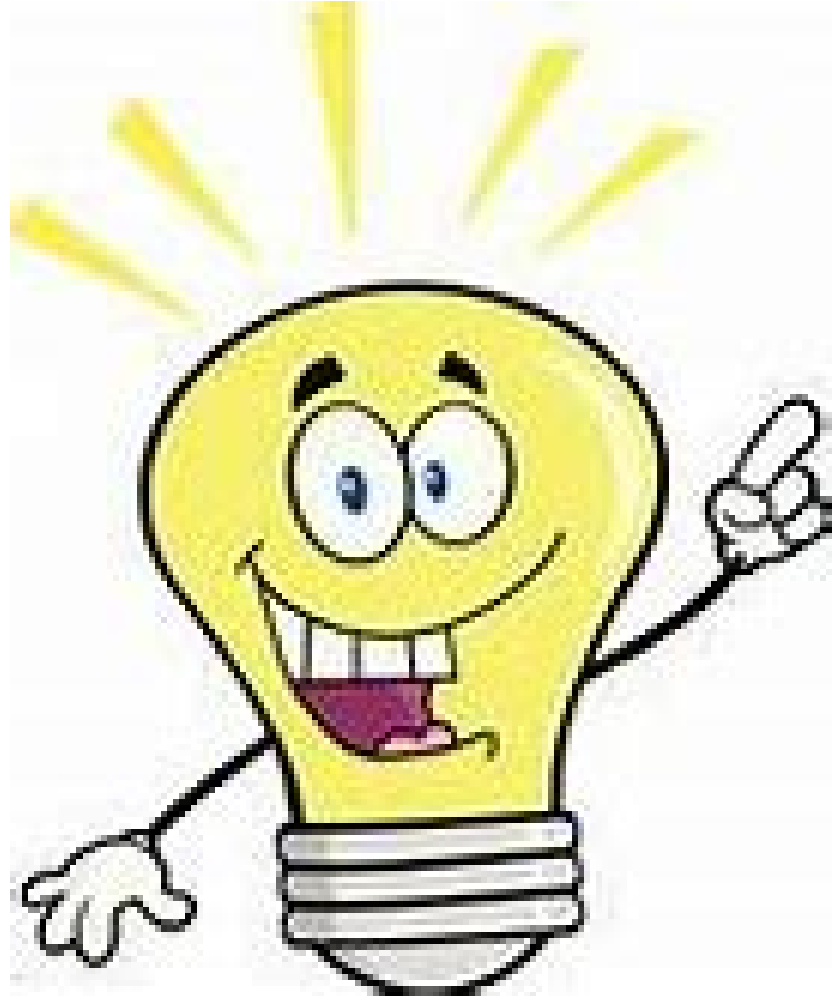


Light Bulb Moment

Form a new team

Advantages:

- Dedicated coordinator
- Consolidated team
- Shared resources
- Consistent processes
- Budget management



Process

Consultation with staff

Sold the benefits

Everyone on board

Advertised for new Coordinator



Change Fatigue



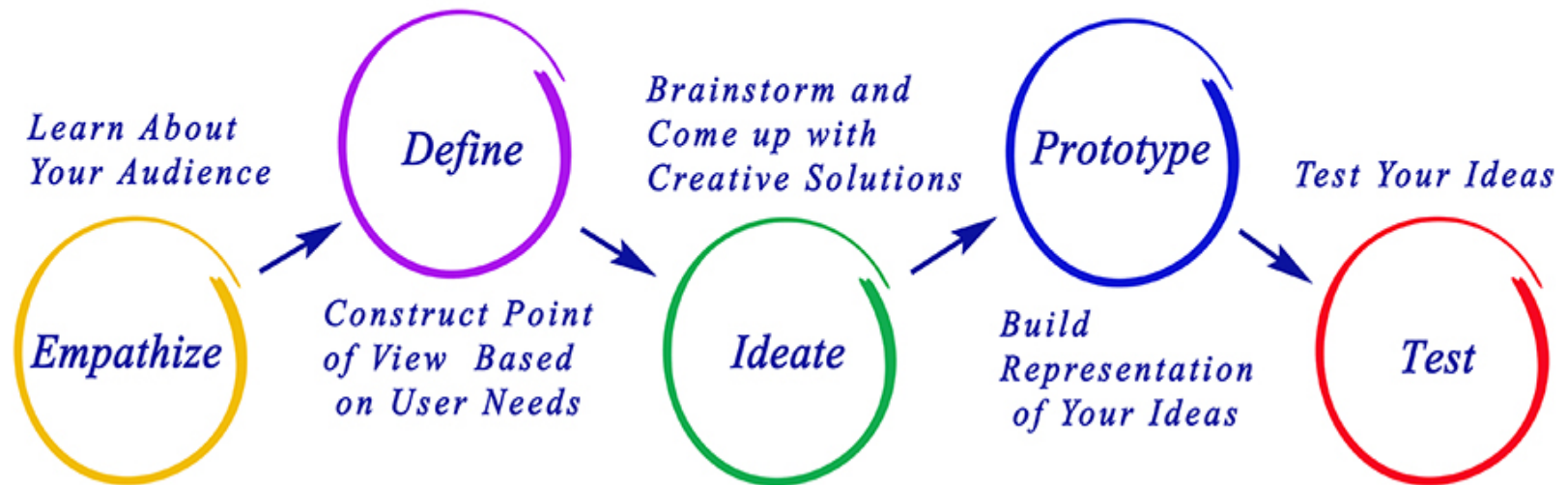
- Where do we fit in?
- No one knows what we do!
- No one cares about us ☹️

Tuckman Model



Design Thinking

Design Thinking Process



Wins

Culture of -

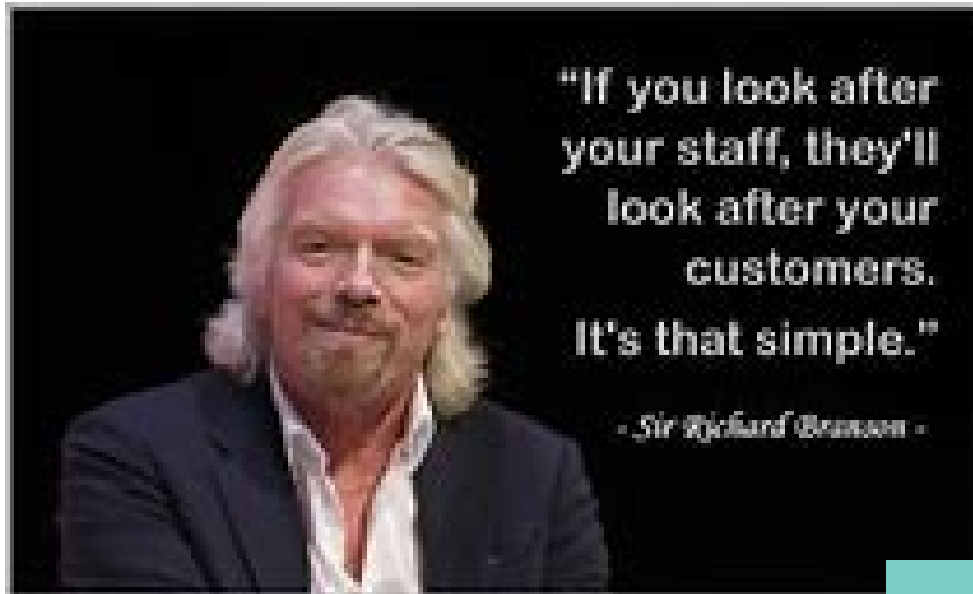
- Continuous improvement
- Collaboration
- Student focus
- Support for Colleagues
- Increased student placements and agency relationships
- Cleared the backlog of unplaced students
- Serving more programs



Challenges ahead



Key success factors



Questions