

PEOPLE: OUR MOST IMPORTANT ASSET

WORKING IN HARMONY THROUGH UNITY AND DIVERSITY

8.00am – 8.45am	Registrations					8.00am – 8.45am
8.45am – 9.00am	Didgeridoo performance – Move to Plenary					8.45am – 9.00am
9.00am – 9.10am	Welcome to Country					9.00am – 9.10am
9.10am – 9.15am	2019 Professional Staff Conference Committee Chair – Ms JJ (Julia) Jacob					9.10am – 9.15am
9.15am – 9.25am	Welcome to Conference – Mr Neil Robinson - Head, Operational Performance					9.15am – 9.25am
9.25am – 10.25am	Panel Session – Career evolution and leadership					9.25am – 10.25am
Moderated by Dr Shane Huntington - Deputy Director, Strategy & Partnerships, MDHS						
10.25am – 10.45am	Morning tea					10.25am – 10.45am
10.45am – 11.30am	Morning Keynote: Dr Bridie O’Donnell – Director, Office for Women in Sport & Recreation, Victorian Government					10.45am – 11.30am
	ROOM: 203	ROOM: 204	ROOM: 208	ROOM: 209	ROOM: 210 & 211	
11.40am – 12.15pm	All Wellness@Work					11.40am – 12.15pm
	Unconscious Bias at Work 11.40am – 12.15pm Victor Sojo <i>This talk will be delivered to support professional staff in developing an understanding of unconscious bias in organisational decision-making. The session will introduce participants to:</i> <i>Human thinking and decision making</i> <i>Unconscious knowledge versus unconscious bias</i> <i>An example: Gender evaluation bias and talent management decision-making</i> <i>Strategies to address unconscious bias</i>	Jawun: A Partnership that Builds Indigenous Empowerment 11.40am – 12.00pm Colleen Pearson, Gemma Barry, Ollie Hanson, Stephanie Morrison-Duff & Leonie Dwyer <i>Jawun is a signature project of the University’s Reconciliation Action Plan. Come and hear about the unique Indigenous organisations and projects that our staff have been immersed in. Listen to the impact that Jawun projects have had for these organisations. Be inspired for change!</i>	Gift Implementation - “So you’ve got the Gift – Now What?” 11.40am – 12.00pm Janita Westbury & Bridget Metherall <i>This presentation focusses on how sharing stories, history, facts and failures brings about common learnings that contribute to harmonious working relationships. We look at ‘People: our most important asset’ through the lens of donors, students, professional staff in advancement, finance, legal and departments, and what to do when we face challenges. This session will discuss lessons learned through case studies, and how to better engage institutional stakeholders to assist in successful gift implementation strategies. Recognising that to empower key stakeholders, relationships are key and people are our most important asset.</i>	Strengthening governance and procurement through diversity and inclusion 11.40am – 12.15pm Chris McKenzie, Richard Mohr, Gioconda Di Lorenzo & Caty Harrall <i>University Governance: University governance structures facilitate diversity and inclusion. Diversity is a factor when appointing Council members and naming buildings. There is also the newly established Diversity and Inclusion Committee. An overview of University governance structures will be provided along with tips on how to get submissions to progress quickly through committees.</i>	Building inclusive University cultures with a focus on wellbeing 11.40am - 12.00pm Pride in Action Network - Dr Megan Sharp <i>Research tells us that in the majority of universities globally, queer and transgender students overwhelmingly experience erasure from curricula, research, social events and the broader cultural landscape of higher education campuses. At the University of Melbourne we are working with staff and students across disciplines, but particularly in health where education about diverse genders and sexualities appear particularly absent. The aim is to build inclusive environments that affirm lesbian, gay, bisexual, transgender, intersex, queer, asexual and others (LGBTIQ+) students, while also delivering contemporary knowledge about the health needs of these often marginalised cohorts.</i>	
		Hear Us 12.00pm – 12.15pm Yirgjhilya Lawrie, Kym Williams & Rebecca Quin <i>We have faced our fair share of awkward conversations, insensitive questions and just inaccurate representation of Aboriginal and Torres Islander peoples in the workforce. We’re three proud Aboriginal women working within the University, each of us has a different upbringing and skillset that we all collectively bring to the workforce. Whilst we’re from geographically different areas of Australia we come together on the fact that we’re strong in our culture and are here because we want to be a part of the University. We’ll share some of our ‘Deadly’ experiences and this is our opportunity to be simply heard.</i>	Using a Documentary to Amplify University Connections 12.00pm – 12.15pm Sandra Macriyiannis & Mariona Guiu <i>We were commissioned to create a documentary to help celebrate the 50th anniversary of the medical tri-radiate building. It turns out that the real story was not about the building itself, but about the people who had studied or worked in it and still have meaningful connections with the University and so, the documentary ‘It Started in the Sunderland’ was born. As a team, we had a vision: this project needed to be told from a personal perspective. That vision is now backed by a Gold Case Award. How did we make it happen?</i>	Supply Chains: Opportunity to impact the University’s external spend (in 2018, UoM spent \$1.2bn with over 13,000 suppliers) in line with the broader Diversity and Inclusion strategy. The process of generating positive and sustainable outcomes through the responsible delivery of goods, services and works is in line with the University’s enduring commitment to public contribution and as one of the largest spends	Out of Balance: The impact of balance difficulties on day to day life 12.00pm - 12.15pm The University of Melbourne Audiology Clinic - Donella Chisari <i>Balance problems in the general population we might think. They are often overlooked, or not considered as a significant issue. This presentation will discuss the prevalence of balance difficulties and the implications of them in today’s busy lifestyle.</i>	

Sub-theme: Harmony & Success

Sub-theme: The Importance of Being Us

Sub-theme: Future World

Sub-theme: Career Evolution

Wellbeing @ Work

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<p>12.15pm – 13.15pm</p>	<p>Lunch Break, Networking, Sponsor booths</p> <p>Room 208</p> <p>12.35pm – 13.08</p> <p>FILM SCREENING : It Started in the Sunderland (running time 33 mins)</p> <p><i>Join Producer Sandra Macriyiannis and Director Mariona Guiu for a special screening of this journey into the untold stories of the Medical Building. For half a century, the Medical building on the corner of Grattan Street and Royal Parade in Parkville has been the home of the Melbourne Medical School and the nucleus for medical education at the University of Melbourne, including, more recently, biomedical education. In celebration of the 50th anniversary of the alumni community of the Medical Faculty, Presenter Rob Sitch explores the rich history of the Medical building and the incredible stories that began within its walls.</i></p> <p>** If you are interested in this session you may want to also book to hear Sandra and Mariona speak in the 11:40 – 12:15 session in their presentation “Using a Documentary to Amplify University Connections”</p> <p>Wellness @ Work program – Lunchtime sessions (12.40pm – 13.15pm only. Room closed from 12.15pm – 12.35pm)</p> <p>12.45pm – 13.05pm</p> <p>UM Eyecare Clinic – Associate Professor Daryl Guest</p> <p><i>Is the ubiquitous computer screen affecting our eyes? This talk will cover the visual issues around computer screens in the modern office setting and what you should be looking out for when you might need some help. Daryl Guest is the Clinic Director at the University’s own eye clinic UMEyecare. He also coordinates the final year of the Doctor of Optometry program.</i></p>	<p>Lunchtime Wellness Sessions (12.15 – 12.35 ROOM CLOSED)</p> <p>Computer Eye Syndrome: What are the facts?</p> <p>12.45pm – 13.05pm</p> <p>Associate Professor Daryl Guest, UMEyecare</p>	<p>12.15pm – 13.15pm</p>
		<p>Wellness @ Work</p> <p>An interactive space to be inspired, uplifted and educated</p> <p>A selection of booths, drop-in sessions and roaming sessions are on offer in the Wellness @ Work Room – all detail is on the Professional Staff Conference website.</p> <p>Paws the Pressure 13.15pm – 13.55pm and 14.00pm – 14.40pm</p> <p>Plus additional offerings:</p> <p><i>Audiology Clinic, OHS/Ergonomics, Pride Network, Jawun Indigenous Strategy, Sustainability, UM Sport, Remembrance Day Project, 3 Minute Angels, Infused Water Station</i></p>	

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13.15pm – 13.55pm

Autism 201 13.15 – 13.55pm

David Staples

Now that we have a basic understanding of the signs and symptoms of Autism Spectrum Disorder, let's look at how those traits affect daily life, and how Autists adapt to cope (or not) with everyday conditions.

Including a quick update on efforts to improve Autism access and information in the University.

If People are Assets, Frontline Employees are Gold 13.15pm – 13.55pm Simon Bell

The most important people in any service organisation are frontline employees. They are disproportionately responsible for students' overall experience of the University. Yet, frontline employees typically receive the least training, are the least well-paid, and experience the least job security. I will outline the evidence for supporting our frontline colleagues to improve customer experience. We will discuss the importance of (1) changing senior managers perception of their roles from 'managers' to 'enablers', (2) changing the narrative from 'automation' to 'improvisation' on the frontline, and (3) viewing the frontline less as a 'boundary' and more of a 'gateway' into the University.

Glass Half Empty or Glass Half Full? Our Personal Journey Through Organisational Change 13.15 – 13.35pm

Gavin Walsh & Gina Barri-Rewell

Organisational change has a deep, personal effect on an individual, regardless of their role in a change process. The emotional impact varies depending on how an individual interprets the change, ranging from embracing the change, to feeling disengaged and exhausted. We would like to provide you with an opportunity to hear from individuals who have recently been through an organisational change and found themselves in new roles within the University. Hear personal accounts from staff who have successfully embraced being in a new role within the University, including feelings, emotions and individual reflections through each phase of the change.

Unifying with Continuous Improvement: A Case Study 13.35 – 13.55pm

Whitney King, Vishnupriya Singh, Liani Baylis & David Le

Melbourne Graduate Program participants, Service Improvement and Capability Development share experiences from a 4-week Service Improvement placement for graduates. Hear from the teams and graduates about their experience of career development in this context and join us in thinking about how we can all use our skills to collaborate across the University and drive our careers. We will also share how you can get involved with the work of the Graduate Program and Service Improvement.

Building Tomorrow: Reimagining the Candidate Experience 13.15pm – 13.35pm

Sophie Grant, Meakin Lord, Lauren Walden, Sarah Francis & Anshu Tara

Attracting and retaining the best talent is a key priority of the MSE 2025 strategy. Keeping people at the core of our candidate experience review, we overhauled the Employee Value Proposition (EVP), Talent Acquisition and candidate onboarding experience.

We like to think we are innovative and embrace disruptive technology. If you also love to challenge the status quo, we're keen to share with you the highlights of our journey.

A Bond like a Band: The Experience Experiment 13.35pm – 13.55pm

Imran Zaveer, Logandran Balavijendran & Hugh Bayati

What are some of the most meaningful connections you have with people? How were they formed? This session will explore a model that deepens connections, through extraordinary experiences while reflecting, growing and crafting your future. Be prepared for a model that's simple, yet powerful.

Community Engagement: Gut Health and Cancer Care 13.15pm-13.25pm

Megan Crane & Arjun Rajkhowa

Communicating research findings to the community is important. This does not only require engaging in media and communications, but also addressing questions raised by the community and serving the community's information needs. The National Centre for Infections in Cancer at the Peter MacCallum Centre organised a consumer forum on gut health where patients' questions and concerns about gut health and cancer care were addressed directly by researchers.

Stopping all Stations – TrainMe 13.25 – 13.35pm

Julie Eastman, Andrew Everett, Ray Castillo & Victoria McNally

Meet the characters changing the face of mandatory training at the University; Aisha, Arav, Sam, Sofia et al. Learn how we used the theme of place, diversity and connection to character to bring the content to life. How agile methodologies helped maintain accountability and provided visual updates of the project's progress in an interesting and engaging way. And learn how diverse individuals working and learning together, at times struggling, but committed to each other and the project, achieved a great (and fun) outcome, transforming our approach to compliance training

Turning Study Skills into Employability Skills and Back 13.35pm-13.45pm

Ha Nguyen & Naomi Evans

This presentation explores the cyclical relationship between study and employability skills in terms of professional learning and development. It will spark ideas and strategies for recognising and transferring skills across different study and work domains, which can be circulated back into study skills for ongoing inquiry and discovery. This transference is increasingly important in a world of constant change and technological disruption. We need to develop skills to build bridges to new terrains, and at the same time retain control over making our work and lives meaningful.

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14.05pm – 14.45pm	<p>Design Thinking for your Career 14.05 – 14.45pm</p> <p>Anastasia Slipper, Libby Maunder & Anna McCredie</p> <p><i>This interactive session will encourage you to think about your career path and next steps through principles of design thinking. Giving you space and time to focus inwardly and gain new insights into your career, you will also be introduced to core principles of Human-Centred Design (HCD) methodology in a practical setting. We intend that you will walk away having learnt a new technique that is immediately applicable to your workplace as well as gaining new insights into your career planning.</i></p>	<p>Creating and Measuring Content with Impact 14.05pm – 14.25pm</p> <p>Imogen Crump & Rebecca Scott</p> <p><i>Pursuit is the University of Melbourne’s public-facing, digital news platform communicating the real-world impact our research, leadership and expertise is having to an international audience that has now reached almost 8 million. Learn how Pursuit’s editorial rigour and integrity can help communicate our success, beyond the University community, and amplify it. Then find out how the University media team are measuring the impact of University media stories worldwide. A new interactive media dashboard reveals the performance of both University owned and earned media metrics, and arms staff with insights to assess if we are meeting strategic media communication objectives.</i></p> <p>Project Management & Controls: Then, now & in the future 14.25pm – 14.45pm</p> <p>Carol Maseyk & Juan Saavedra</p> <p><i>How does the Enterprise Project Management Office (EPMO) utilise technology, and improvements in methodology to deliver value for our customers? This presentation will cover the team’s journey in using the EPMS platform, data and analytics to monitor and improve project performance, as well as adopting the latest methodologies and models to anticipate risk on major capital projects. You will be able to apply the learnings from this session to projects that are being delivered in your areas or reach out to a project specialist in our team for a discussion or further information.</i></p>	<p>34 Teaching Spaces and 3000 Cups of Tea 14.05pm – 14.15pm</p> <p>Jo Skladzien & Wendy Cronin</p> <p><i>The Pop-Up Study Space Project delivered around 1000 temporary study seats to students during SWOTVAC and Examination period Semester 1 2019. As an experimental project our vision was to create a warm and welcoming environment for students using existing spaces, on a limited budget and over a short timeframe. This was achieved through a combination of simple design and operational interventions. The project revealed many valuable lessons, however personally the most surprising and rewarding insight was the benefit of our ‘on the ground’ presence in creating a supportive space for students.</i></p> <p>Enabling Research within FMDHS – Challenges, Risks and Successes! 14.15pm – 14.25pm</p> <p>Catherine Itman</p> <p><i>The FMDHS Infrastructure and Facilities Team supports research and teaching across ~40 sites throughout Victoria. Our remit includes delivering on University initiatives, providing subject matter expertise, proactively planning for future initiatives and being able to respond immediately and effectively to facilitate business continuity during times of disruption - all within an environment that is constantly evolving. We will present a case study that illustrates how we work closely with other University teams including Space Planning, Project Management, Legal and Risk, Office of Research and Integrity, Health & Safety, and external regulatory bodies to face challenges, manage risks and enable successes.</i></p> <p>How Technology is Shaping Rural Student Accommodation 14.25pm – 14.45pm</p> <p>Elly Burley</p> <p><i>Department of Rural Health (DRH) has almost 200 beds around Victoria available to students on placement from all disciplines. The introduction of student housing software in 2018 has increased occupancy rates, process efficiency and allowed for a built-in decision tool to award students financial bursaries where applicable. The software, StarRez, has been custom built by DRH staff to accommodate the various intricacies that rural placements face. It allows students to apply for accommodation and financial supports as well as allowing Placement Coordinators to plan rural placements and supervision around guaranteed, affordable accommodation.</i></p>	<p>Helping Hands Framework: Building Leadership at all Levels 14.05pm – 14.25pm</p> <p>Angela Brown & Anastassia Kossenko</p> <p><i>The ABP Helping Hands Framework launched in 2019 exemplifies a practical approach of building leadership at all levels including leadership development in a systematic and individualised manner, and opportunities for staff to run targeted strategically aligned projects in Faculty-based teams. Realising the leadership potential of staff underpins the theme of People: Our Most Important Asset by creating opportunities for contributing purposefully to the delivery of the Faculty strategic vision. This program has empowered individual staff across all levels to take up informal leadership opportunities and contribute to building a great place to work, study and research.</i></p> <p>How to be an Ally for my LGBTIQA+ Colleagues? 14.25pm – 14.45pm</p> <p>Nerissa Byrne</p> <p><i>We will explore the role of an Ally and the opportunities where you can contribute to creating a true collaborative workplace, where everyone feels safe to bring their authentic selves to work. In addition to hearing from our LGBTI+ community, as UOM LGBTI+ awareness facilitators we shall share some of the challenges we have faced and the strategies we used to overcome these in the role of an Ally. Encouraging anyone who is potentially struggling to see the role they can play in promoting equality for all, can gain ideas, strategies and knowledge on how to contribute as an Ally.</i></p>	<p>Level Up! Returning to work as a parent 14.05pm – 14.25pm</p> <p>Jessica Hartley</p> <p><i>Balancing parenthood and work is a huge adjustment for most new parents. Jess shares some successes, failures and ideas for change.</i></p> <p>Mastering Your Self-Care 14.25pm – 14.45pm</p> <p>Olivia Rowan</p> <p><i>Self-care. That thing we know we need to do more of – but can never find the time for. Is it because we are too busy to make time for it, or perhaps we feel a bit self-indulgent? The reality is that we need to look after ourselves to perform at our best – both at work and at home. The good news is that self-care can very easily be incorporated into our daily lives; without time or expense. In this session you will learn about the different types of self-care and how you can easily incorporate self-care into your day.</i></p>	14.05pm – 14.45pm
14:45pm – 15:10pm	Afternoon Tea, Networking, Sponsor booths - Move to Plenary for afternoon sessions					14:45pm – 15:10pm
15.15pm – 15.30pm	Prof Duncan Maskell, Vice Chancellor					15.15pm – 15.30pm
15.30pm – 16.30pm	Afternoon keynote: Mr Dylan Alcott OAM					15.30pm – 16.30pm
16.30pm – 16.35pm	2019 Professional Staff Conference Committee Chair – Ms JJ (Julia) Jacob					16.30pm – 16.35pm
16.35pm – 16.45pm	Conference Close – Mr Neil Robinson - Head, Operational Performance					16.35pm – 16.45pm

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