



# 2016 ANNUAL CONFERENCE

## CREATING CHANGE

Tuesday 2 August 2016 | Holt Room, Union Complex (#21)

08:15 – 08:30	<b>Registration (tea and coffee)</b>
08:30 – 08:40	<b>President's welcome</b> <i>Ms Sue Cox, President UQPN</i>
08:40 – 08:45	<b>Introduction to the Program</b> <i>Ms Jennifer Witheriff, Master of Ceremonies</i>
08:45 – 08:55	<b>Patron's welcome (read by Jennifer Witheriff)</b> <i>Professor Joanne Wright, Patron UQPN and Deputy Vice-Chancellor (Academic), UQ</i>
08:55 – 9:25	<b>Networking</b> <i>Ms Jennifer Witheriff, Master of Ceremonies</i>
09:25 – 10:10	<b>Organisational Change and Career Opportunity</b> <i>Mr Stephen Hart, Associate Director (Organisational Development) UQ</i>  Stephen has helped individuals and organisations through major change, including assisting many Telstra people as they redefined their careers. Stephen will share his insights on how organisational change can be a positive catalyst for personal career advancement through being open to opportunity.
10:10 – 10:30	<b>Morning tea</b>
10:30 – 11:30	<b>Panel discussions: Personal reflections on surviving workplace change</b>  <b>Moderator:</b> <i>Ms Jennifer Witheriff</i> <b>Panel members:</b> <i>Cheryl Byrnes, Raewyn Peeti and Bryony Kennedy</i>  As professional staff members we may have been through, or will go through, workplace change at some point in our careers. Join this panel session for an open discussion on how other professional staff members have personally managed these types of changes – expect the interesting, insightful and perhaps unexpected perspectives from these current and former UQ employees.
11:30 – 12:15	<b>Career session</b>  <i>Ms Jennifer Witheriff, HR Organisational Development Consultant</i>  When exploring career options it is important to understand our strengths, skills, values and motivations. In this session we will take some time to explore what we have accomplished in our past as a way of thinking about possible future career change or enrichment.

12:15 – 13:00	<b>Lunch</b>
13:00 – 13:30	<p><b>Tai Chi time</b></p> <p><i>Dr Xin Liu, UQ School of Medicine research scientist and mind-body therapy expert</i></p> <p>Relieve stress with Tai Chi and Meditation classes. Internationally respected Chinese exercise therapy expert Dr Xin Liu will talk about his exercise program and how it could benefit you.</p>
13:30 – 14:15	<p><b>New UQ Brand ‘Create change’</b></p> <p><i>Ms Christine Gannon, Client Services Director, Clemenger BBDO Brisbane &amp; Ms Shannon Holborn, Deputy Director, Office of Marketing and Communications, UQ</i></p> <p>‘Create change’ is a single, differentiated brand platform for UQ. It is more than just an ad campaign, it’s an experience delivered at every touchpoint. A guiding purpose behind every decision or action. This session will delve into the background of UQ’s new brand campaign and how OMC and Clemenger made it happen!</p>
14:15 – 15:00	<p><b>Positioning for your Success</b></p> <p><i>Ms Libby Marshall, Associate Director UQ MBA Program</i></p> <p>Libby will present on how to identify your unique value proposition to business and how to unpack your key capabilities, skills and potential, to enable you to position for your success – no matter what your success looks like. Libby will also talk through strategic networking, the importance of authenticity and how to tap into the hidden job market.</p>
15:00 – 15:15	<b>Afternoon tea</b>
15:15 – 16:00	<p><b>Changing the way I think about Organisational Change</b></p> <p><i>Ms Felicity Couperthwaite, Staff Support &amp; Rehabilitation Advisor, Human Resources, UQ</i></p> <p>One thing we know for sure is that change at work is inevitable. We also know that learning to understand the impact that the changes will have on us is a workplace skill we all need to develop. The field of psychology has much to teach us about how our response to change can impact how we experience and cope with the change. In this session we will look at change, why we resist it and how we experience it at work, and then we will look how our beliefs about change can impact on the change experience.</p>
16:00 – 16:15	<p><b>Wrap up &amp; Prizes</b></p> <p><i>Ms Lisa Drew, Vice President UQPN</i></p>

# BIOGRAPHIES



## **Professor Joanne Wright, Acting Provost, UQ & Patron, UQPN**

Professor Joanne Wright joined UQ in April 2013, as Deputy Vice-Chancellor (Academic).

Prof Wright brings to the position broad and extensive experience in senior academic roles, most recently as Deputy Vice-Chancellor (Academic) and Acting Vice-Chancellor at the University of South Australia. She has chaired all major University committees relating to teaching and learning, quality, and the student experience, and has led major capital works projects. She has successfully led efforts to improve student satisfaction in relation to both teaching and the wider student experience. At the national level, Prof Wright is a Ministerial appointee to the Higher Education Standards Panel which makes recommendations to the Minister on new or amended standards for Higher Education. She also chaired the Australian Universities Quality Assurance Agency Board and oversaw the transfer of some its roles to TEQSA. She is also a member of a Universities Australia Working Group for AQF.

Prior to her roles at the University of South Australia, Prof Wright also served four years at the University of Sussex as Pro-Vice-Chancellor of Education. Major achievements included reorganisation planning, membership on the Executive Management Group and driving significant improvement in league table positioning for the university. At both South Australia and Sussex, she successfully led the drive to improve teaching and learning indicators, especially student satisfaction.

In all, Prof Wright has held teaching and research positions at several UK and Australian Universities, including Melbourne, St Andrews, Ulster, London and Sussex. She has taught extensively at undergraduate and postgraduate levels and has published books and articles on various aspects of state and sub-state security. She has held senior management positions at London, Sussex, South Australia and The University of Queensland. Professor Wright has Joint Honours (in Politics and Government, and History) from the University of Kent at Canterbury, an M.Litt in Strategic Studies from the University of Aberdeen, a PhD in International Relations from the Australian National University, and is a Graduate of the Australian Institute of Company Directors.



## **Ms Sue Cox, President, UQPN**

Sue Cox is Executive Assistant to the Vice-Chancellor and President at The University of Queensland. Sue has worked in the higher education sector since 1999, interrupted by an 18 month sea change as Personal Assistant to the former Queensland Premier, Anna Bligh. Sue has supported an Executive Dean, (faculty), the Deputy Vice-Chancellor (Academic) at UQ as well as the Vice-Chancellor, University of Melbourne. Prior to working in the higher education sector Sue was Office Supervisor, Cytology Department and Personal Assistant to the Manager of Anatomical Pathology in a large private pathology practice in Qld.



## **Ms Jennifer Witheriff, Organisational Development Consultant, Human Resources Division, UQ**

Jennifer is an Organisational Development Consultant with University of QLD, specialising in leadership development, executive coaching, training and facilitation. Her decades of experience in leadership development and coaching have equipped her with the knowledge and confidence to work with leaders at all levels. She offers deep insights about complex dynamics and is genuinely involved in supporting leaders to transform. Her areas of interest include adaptive leadership, influencing styles and change. Jen has worked with CEOs, Executives, Senior Managers, and emerging leaders in Government and in entrepreneurial firms to grow their leadership. She particularly interested in women's leadership development and is currently the co facilitator of the highly successful University of Queensland Career Progression for Women program. She is certified in the administration and interpretation of the Myers-Briggs Type Indicator and a range of 360 feedback tools



**Mr Stephen Hart, Associate Director, Organisational Development, Human Resources Division, UQ**

Stephen's current role at UQ is to lead the internal organisational development consultancy service and lead and implement initiatives to build organisational and workforce capabilities primarily through the design and management of professional and career development programs at UQ.



**Ms Cheryl Byrnes**

Cheryl Byrnes has been EA to the Executive Dean, Faculty of Health and Behavioural Sciences since 2014. Cheryl has worked at UQ for over 30 years; she has worked in various areas including the Vice-Chancellor's Office; former Faculty of Social and Behavioural Sciences and the Library. Cheryl is a current member of UQPN; joining when it was known as the Secretaries' Association!



**Ms Raewyn Peeti**

Raewyn Peeti joined UQ in February 2001 and has been EA to the Pro-Vice-Chancellor, Professor Alan Rix since November 2004. Prior to her current role, Raewyn was EA to the Executive Dean of a former Faculty and to the Director of a Central Division. She also has extensive EA experience within Local and State Government in Australia and NZ, as well as private enterprise. Raewyn has been a member of UQPN (and the former UQSOPA) almost since 'the day she started at UQ'!



**Ms Bryony Kennedy**

Bryony is a former professional staff member of UQ and is currently working at The University of Southern Queensland (USQ) Ipswich Campus.



**Dr Xin Liu, UQ School of Medicine research scientist and mind-body therapy expert**

Dr. Liu has been in the field of mind-body medicine for nearly 30 years. He has been with UQ for more than 10 years and was the group leader of the second largest national strategic research project on depression and cardiovascular diseases jointly funded by the National Heart Foundation and *beyondblue*. In addition to being a clinical scientist, he himself is also a Tai Chi and Qigong master and has been acknowledged as a world leader in the field of Tai Chi/Qigong (e.g. grant assessors the National Heart Foundation and *beyondblue*), which is now becoming an important component of both prevention and management of diseases. He has conducted numerous Tai Chi/Qigong training courses, and workshops/lectures for community groups and a wide variety of health professionals in many countries. He was the author of the first book on Tai Chi Therapy in China published by the prestigious People's Sports Publisher under the China's State Sports General Administrations. Dr. Liu is also the designer of the known evidence-based SMILE Wellness Program for Depression, Anxiety and Stress, and Diabetes and Obesity (employed in the successful clinical studies funded by the National Heart Foundation and *beyondblue*, and by the Diabetes Australia Research Trust, respectively). In recognition of his contribution to public health, he has been interviewed and profiled nationally and internationally (e.g. THE AUSTRALIAN, Queensland Courier Mail, Australian Associated Press, ABC TV News, Australian Channel Ten TV News, Xinhua News Agency and People's Daily [China], The Strait Times [Singapore], Taijiquan Netherlands [Netherlands], Science Daily and IDEA Fitness Journal [USA], Medical News Today [UK]), etc



**Ms Christine Gannon, Client Services Director, Clemenger BBDO Brisbane**

Christine specialises in strategic account leadership, brand development, and a solutions-focused, hands-on approach to getting things done. With 18 years' experience, her expertise covers financial services, insurance, member-based organisations and FMCG brands, as well as experience in government, tourism, retail and property, spanning local and national, and with budgets large and small.

Christine has been the project lead throughout the Create Change brand platform project and campaign. She has worked on the UQ brand over the past three years.

*Client experience: Credit Union Australia, The University of Queensland, RACQ, Nature's Own & Cenovis Vitamins, Weis, Qld Motorways, Dreamworld and Tourism Queensland.*

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**Ms Libby Marshall, Associate Director, UQ MBA Program**

Libby has more than 25 years' experience in business development, industry engagement, organisational capability, executive search and employment, marketing, communication, corporate and public affairs with industry experience spanning government, sports marketing, airline, tourism, oil and gas and transport. Having held senior positions both in Australia and in the UK, Libby's primary area of expertise is developing strategic and sustainable connections with business to realise organisational objectives. To the organisational capability business function, Libby brings a depth of knowledge highly valued by business, industry and students alike. She holds a strong track record identifying emerging employment trends and business needs and has earned a highly regarded reputation for connecting people to business and people to opportunity achieving business results. Libby has held board directorships with Tourism and Events Queensland and the Celebrate Queensland Committee.

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**Ms Felicity Couperthwaite, Staff Support and Rehabilitation Advisor, Human Resources, UQ**

In her current role at UQ Felicity coordinates the provision of confidential support, guidance and assistance through counselling and early intervention, and management of return to work programs (other than workers compensation).

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