

# Learning Review

## \* Improve management skills!

- Learned management theory...
- But, struggled to put much of it into practice - due to rigid nature of academia

## \* Improve communication

- Listen! - very useful
- Congruence in communication
- Learning styles in communication

## \* Understand how University works as a business.

- Structure of management in University
- Disconnect between business at top, and academia at bottom
  - ↳ Can it ever work?!?

# OBJECTIVES

- THEORY BEHIND MANAGEMENT
- INTERACTION WITH OTHERS - GOOD/BAD PRACTICE
- GAINING SKILLS

# MISSING?

- PRACTICAL PART → PRACTICE LEARNED CONCEPTS
- REAL EXAMPLES (INTERNAL/EXTERNAL)

# GETTING?

- THEORY / TOOLS FOR MANAGING
- REFLECTION
- CONFIDENCE

# QUESTIONS

- HOW TO IMPLEMENT CONTENT OF THE COURSE WITH MANAGERS WHO HAVE NOT UNDERGONE TRAINING.
- KEEPING IT GOING

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### - getting

- abstract but comprehensive body of knowledge
- ideas
- "signposted" techniques (easy to read up on later)
- large volumes of info

### - missing

- practical tools/examples of use
- opportunities to practice
- post-lunch nap
- model validation

### - Questions

- How do I apply this?
- What next?
- How do I know I am using it correctly?
- How will all of this fair in 20 years?

Start:

Gain transferable skills  
Qualification for future.

Finish:

Changed outlook on communication  
Personal development.

Tools for development.

Effecting change through own actions.

Learnt a lot, but perhaps not in the right position to  
use them.

Questions:

Do I have the confidence to use the tools?

Are we in the best environment for our development?

## OBJECTIVES

- KNOWING THE OBJECTIVES & HOW TO ACHIEVE THEM
- IMPROVING SKILLS / TOOLS / KNOWLEDGE
- FLEXIBILITY

## EXPERIENCE

- GETTING |
- SELF AWARENESS
  - SKILLS ACQUIRED BUT WILL TAKE TIME TO PUT IN PRACTICE
  - MISSING GREATER DETAILS ABOUT ASSIGNMENT  
↓  
FROM BEGINNING

## QUESTIONS

- IS THIS THE ONLY/BEST APPROACH TO LLM?
- WILL IT WORK ANYWHERE? <sup>IN</sup> ANY AREA? ORGANISATION?  
IN THE FUTURE?

## Learning review

- Reflective practice / feedback
- Improving communication
- Designing communication plan
- Too many different ways of communication could reflect negatively

### - applying

#### - meeting agenda!

locked formal  
structured information  
waffle-stop  
action items as output

#### - feedback

better with describe/explain/go forward  
motivation (new toys!)  
streamlining  
useful within own mind

#### - project management

reflecting on closed projects - why?

#### - differences

using alone tools.

# LEARNING REVIEW

## APPLYING

- OBSERVATION / CRITICAL REFLECTION
- FEEDBACK / CONSTRUCTIVE / INTERACTION
- IT TAKES TIME TO PLAN MANAGEMENT

## DOING / SEEING DIFFERENTLY

- NOTICING LACK OF MANAGEMENT

## APPLICATION

- aware of people's point of view  
(being more considerate)
- providing a more balanced feedback
- awareness of feelings

## ACTION

## Applying our Learning

- \* Learning Styles
  - Applied to teaching students
- \* Structure of University
  - Being more involved with 'university' as business and interact w/ school more
  - Trying to read the President's message (even if it is irrelevant...)
- \* Project planning
  - Grant charts and stakeholder analysis
  - SMART objectives
- \* Organising meetings
  - Importance of an agenda
  - Chairperson should not be the boss.
  - Prepare for every meeting

# WELCOME

## Projects:

- \* lab / facility reorganisation
- \* creation of an online tool for R.S.
- \* set of work packages
- \* professional development projects
- \* curating an exhibition
- \* industry-research network collaboration
- \* research staff representation (Fac wide)