

A Seat at the Table

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3rd September 2006



Five Campuses

Gold Coast

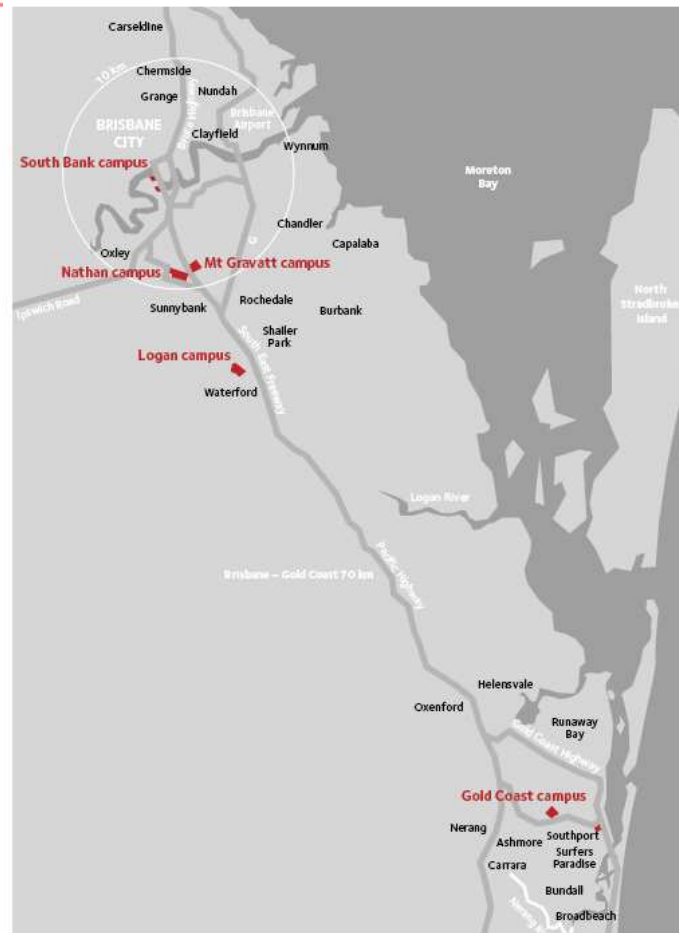
Logan

Mt Gravatt

Nathan

Southbank

- *Queensland College of Art*
- *Queensland Conservatorium*



FAST FACTS

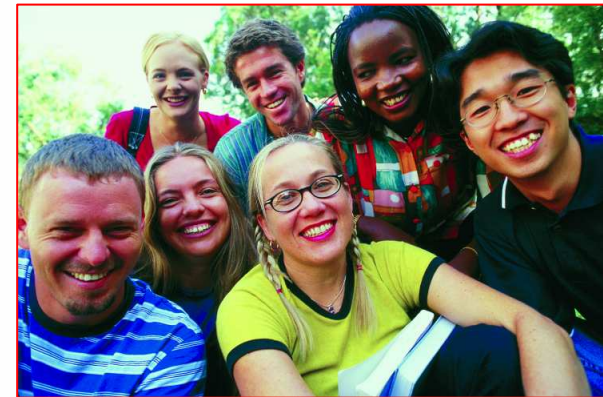
35,000 enrolled students

7,000+ international students

5 Campuses

4,000 staff (Academic and Support – including casuals)

Approximate numbers as at 2006



A seat at the table

What does it mean?

Strategic Human Resource Management

Evolution of HRM as organisation grows and becomes more complex

HRM at Griffith – the story so far

- | | |
|------------|----------------------------------------------------------------|
| Late 1980s | Staffing Office, Office of Finance and Business Services |
| Late 1980s | New administration building and separate Office of HRM created |
| 1992 | Increased resourcing for specialist roles in OHRM |

HRM at Griffith – the story so far

1997	Major university restructure. The war! Centralisation and localised clients
Late 1990s	Introduction of PeopleSoft
2002	Creation of Strategic Services portfolios

Sitting at the table

- Major Executive Group clients
- Real seat at major University committees
- Strategic input to major portfolios
- Responsibilities in enterprise bargaining
- Role in strategic recruitment

Delivering the Goods

1. Support for the Strategic Goals of the University
2. Development and maintenance of employment frameworks, structures, policies and processes that support the competitiveness of the University
3. People management systems that are effective, efficient and lead to continuous improvement and client centred outcomes

Delivering the Goods

4. Compliance with relevant legislation and Government policy
5. Support for the development of leadership capabilities and management skills across the University

Where to from here?

- i. Ongoing improvements to business processes
- ii. Development of forms of employment and employment systems that attract, retain, support and encourage high talent research active staff
- iii. Continue to work with Executive to develop the roles of Deans and Heads of School into a career management role

Where to from here?

- IV. Supply management information that is accurate, timely, and relevant and adds value to clients in benchmarking and planning
- V. Continue to be flexible and adaptable as leadership and expectations – both internal and external – shift
- VI. Maintain focus on core business and outcomes, and how adherence to legislation can enhance line managers' roles and add value to core business by reducing risk

Risks

- Client Relationships
- Communication within the Office
- Consistency of advice

Questions ?

