In 2013, the Centre for Career Development presents its programs in alignment with the three broad dimensions of the University's new Leadership Development Strategy: Leading self, Leading others and Leading ANU.

Programs and other development opportunities are designed to support all staff from early career to advanced career through a model of distributed leadership. Programs offered in 2013 include:

> Orientation for new staff
> Leadership, management and supervisor development
> A suite of team development options
> Online and collaborative learning courses
> Mindfulness training
> Mentoring
> Staff networks and communities of practice

We are pleased to offer a new program in ANU Management, an expanded Manager Essentials program, and a new Academic Heads program.

Our online learning has been extended to include guidance about the University's Career and Performance Development process, a new Personal Effectiveness Program and a practical course on career planning.

The 2013 Program Prospectus and Leadership Development Strategy are both now available on the website at: hr.anu.edu.au/career/publications

Find more information and to register for our programs: hr.anu.edu.au/career/calendar
Leading the way in leadership

On Monday 3 December, more than 50 staff and students participated in the inaugural ANU Leadership Symposium. The event, hosted by the Centre for Career Development, provided an opportunity for participants to shape the future direction of leadership development and practice at ANU.

The Symposium considered: current leadership development for ANU staff and students, opportunities for connecting and integrating these approaches, and whether leadership development and practice can and should become a distinguishing feature of working and studying at ANU.

The Symposium also marked the official launch of the University’s new Leadership Development Strategy, ‘Leading ANU’.

The program also featured a cross-disciplinary panel of leadership experts from across the University. The panel discussed the unique challenges of leadership development for ANU and showcased the distinct, but complementary, approaches to staff and student development. Panellists emphasised the distinction between individual and organisational development and the importance of developing leadership capability from the inside-out.

Participants were also provided with the opportunity to consider and propose a ‘grand design’ for leadership development at ANU. A number of big ideas and recommendations were contributed during the plenary to advance leadership development and practice at ANU and these outcomes will form the basis for ongoing collaboration and work in this area.

New online modules

A selection of new ANU online learning modules are currently being developed and due for release in early 2013.

Modules include:

- Career and Performance Development Process
  - The process
  - Career conversations
- Effective Email Communication
- Career Essentials
  - Job interview skills
  - Managing your career

Login to Pulse to access these and many other online learning modules*. hr.anu.edu.au/career/online-learning

*Other areas of the University are also taking the opportunity to host their learning and development modules on Pulse. These are due for release in 2013.

The art of career development

Gianpiero Petriglieri, Associate Professor at INSEAD, explains what we can all learn from artists when we consider our careers (careers are like works of art):

1. Build your career on a foundation of expertise.
2. Prove the work you do matters.
3. Be courageous and put yourself out there.
4. Connect to a community that teaches, inspires, and supports you.

Harvard Business Review blog network 25/9/12
CENTRE FOR CAREER DEVELOPMENT RESEARCH

Improving work engagement, wellbeing and performance at ANU

ANU researchers are undertaking a project evaluating the impacts of a series of career development, leadership and wellbeing programs being run by the Centre for Career Development.

The aim of the study is to learn about some of the factors that cause work engagement, well-being and performance among university staff.

The research is focused on exploring how different ways of relating to our experience and different ways of understanding ourselves, might result in changed responses to work.

This research is central to the Centre for Career Development’s (CCD) ongoing effort to develop evidence-based approaches to the development of ANU staff. It has involved professional and academic staff who have participated in 2010-12 ANU Career Development Programs and has been designed to evaluate the impacts of the programs.

OUTCOMES

The CCD programs at ANU are having demonstrable, and long-term positive impacts upon work engagement, wellbeing and performance using well-validated measurements.

The existence of a database of results using well-validated instruments allows for continual improvements of the programs.

This research is central to the Centre’s effort to develop evidence-based approaches. We offer gratitude to everyone who has participated in this research.

More details about the research and links to resources:
hr.anu.edu.au/career/research

Taking your mindfulness practice into the holiday season

> For many of us, the holiday season is a time for family, friends, festivity and fun!

> For others, we take the time to relax, rejuvenate and reinvigorate our lives!

> And many of us make New Year’s resolutions, with the very best of intentions to really make them work!

Mindfulness* is one of the many ways that we can enhance our relationships and overall wellbeing, so why not carry your mindfulness practice into your holidays as well?

Try to be consciously aware of your thoughts and your feelings, as they will impact your behaviours and the decisions you make. Such awareness can be the first step towards taking actions that align with your values – for example, how much you spend on gifts (and whether your credit card goes into debt to do this), the food and alcohol choices you make (and how much exercise you need to offset these!), the communication style you adopt with your family and friends, who you spend time with and why, and how you treat yourself and others.

Great ways to mindfully contribute to a wonderful holiday!

*Mindfulness - a state of being aware of experiences in the present moment with openness and curiosity.
Happy holidays

The team at the Centre for Career Development would like to thank you all for your support throughout the year and for your attendance at our many programs.

Enjoy a safe and happy Christmas and New Year and we look forward to seeing you in 2013!

SUDOKU PUZZLE

Print out and fill in the grid so that each column, each row and each of the nine 3x3 boxes contains digits from 1 to 9 only once.

Happy puzzling!

Want to create delicious and refreshing mocktails over the holidays? See this quick and easy recipe below.

**Berry and mint punch**

- 1½ litre raspberry cranberry juice
- 3 cups soda water
- 1/4 cup lime juice (equal to 1-2 limes)
- 1 punnet raspberries
- 1 punnet blueberries
- 1 cup mint leaves
- 1 extra lime, thinly sliced for garnishing
- extra mint, for garnishing
- crushed ice to serve

Blend berries, mint leaves with 1 cup of the raspberry cranberry juice. Combine with soda water, lime juice and remaining raspberry cranberry juice in a large jug or punch bowl. To serve, half fill glasses with crushed ice and top with punch and garnish with a slice of lime and sprig of mint. Serve and enjoy.