Focus on your career

In this issue

Development options  1
2012 program prospectus now available

Vice-Chancellor’s Awards  2
Find out more about the award recipients

Life is Change  2
See a video about how change affects us all

Future Leaders Program  2
Discover more about this program

How well does your job fit?  3
Does your career still fit you?

Online learning
ALL STAFF are encouraged to complete the following online modules in Pulse:

• Harassment, Discrimination & Bullying
• Indigenous Cultural Awareness
• Code of Conduct

To access these and other modules in Pulse, Register or login

Program calendar
To check the career development programs available to all staff next year, download the 2012 Program Calendar

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Next issue:
Autumn | March 2012

2012 PROSPECTUS

Register for our 2012 career development programs

The 2012 ANU Career Development Prospectus is now available to staff.

To support ANU achieve its objective of continually improving the capability of its staff, this prospectus describes the range of centrally-funded learning and development opportunities provided by the Centre for Career Development and available to all ANU staff.

Programs offered in 2012 include:

> Orientation for new staff
> Leadership, management and supervisor development
> Career and performance development
> Mentoring
> Coaching
> Professional skills development
> Online learning
> Staff networks

The opportunities described in this prospectus are designed to support the performance, wellbeing and engagement of all ANU staff and are central to the University’s pursuit of excellence in research and teaching.

In addition to the workshops and programs offered, the prospectus provides guidance and information about choosing the right development program for yourself or your staff, consultancy services provided and additional resources.

Limited hard copies of the prospectus have been made available. It is also available online on the Career Development website at: hr.anu.edu.au/career
ANU STAFF AWARDS

At the annual Vice-Chancellor’s Staff Awards Ceremony on 22 November 2011, Professor Ian Young awarded a Community Outreach award to the Pasifika Australia team, for its work with Pacific Islander and Maori youth. Other awards included Career Achievement, Innovation and Excellence in Service Quality, Reconciliation, and 25 and 40 years of Service.

For more information, including the names of all winners, go to the Staff Awards website: http://info.anu.edu.au/hr/Training_and_Development/ANU_Staff_Excellence_Awards

The Vice-Chancellor’s Staff Excellence Awards are currently be reviewed to support the ANU by 2020 strategic plan.

ANU Future Leaders Program

Fourteen staff from across the University recently completed the second ANU Future Leaders Program for Professional Staff.

Delivered by the Centre for Career Development, the program targets outstanding and high potential professional staff who seek to develop their careers as future leaders at ANU.

In September, the group experienced five days of intensive professional development, followed by three skills development workshops in October and individual professional coaching.

Alumni of the 2010 and 2011 program are now working together, investigating ideas and potential improvement projects for various challenges across the university. The Centre will be offering this program again in September 2012.

View the Program Prospectus for more details about this program and others by visiting the Career Development website: hr.anu.edu.au/career

Life is change. Growth is optional. Choose wisely*

This issue’s featured video was developed by Sony, and shown at their shareholders meeting in 2009. Its theme is change (right here, right now), using the question “DID YOU KNOW…?”.

Sony provides dozens of examples of change affecting us as individuals, communities and globally, and they give data about everything from the rate of technological change to the rate of birth in various countries.

For example: The top 10 in-demand jobs in 2010… did not exist in 2004; there are 5 times as many words in the English language now (540,000) as in Shakespeare’s time; one week’s worth of the New York Times contains more information than a person was likely to come across in a lifetime in the 18th century; and the amount of technical information is doubling every 2 years. It’s a show stopper!

* Karen Kaiser Clark quote

Play video

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Play video
How well does your job fit?

by Kyanne Smith, Senior Consultant

Recently I was listening to someone describe their job. It went something like this: "...I used to love this work but there’s no challenge anymore and I’m really frustrated. I’m not sure what’s wrong with me - it’s a good job, with good pay, my boss is nice... I should be happy with it". And it probably is a very good job... for someone. The challenge for this individual is to acknowledge that they have outgrown the role.

A good analogy for this is ill-fitting trousers. Have you ever tried to fit into a pair of trousers that you once loved, that are now too small? It’s like going to a job you no longer fit, you have to spend a good deal of time ‘psyching’ yourself into those trousers. You breathe in, adopt a particular posture and walk around in severe discomfort, hoping we can just get a few more wears out of them.

A bit like those trousers - we often stay too long in a job and hope that it will be ok, or that something will change.

Trousers that are too big are equally problematic. No matter what you do (besides alterations), they won’t fit.

You can admire their quality and try to look at them from other perspectives. For example, your trousers might look just fine to someone else, but if you’re not the same those trousers just won’t fit. Someone else’s point of view won’t change that and after all, they don’t have to wear them!

Of course you can alter trousers – and jobs. A very sound approach to managing your career is to grow your job. This involves identifying the directions in which the role could be expanded or enhanced. Many people believe that a job description is fixed and that’s simply not true. There is always some room to manoeuvre.

A good starting point is to identify the parts of the job that you’d like to change or improve and the things you’d like to do more of. Many of us, through negotiations with supervisors, managers or colleagues manage to tailor our jobs to grow as we do and to fit us better as we progress.

Sound career management requires regular consideration of your professional development, as well as how you are developing your role.

At some stage however, it may not be possible to grow your role any further, and the time will come for you to move on.

Staying in an ill-fitting job for too long can have some unwanted and unpleasant effects, on you and those around you.

Back to the trouser analogy, it’s best to start shopping for those new trousers before you get too uncomfortable in the old ones.

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**Seasons Greetings!**

The team at the Centre for Career Development would like to wish everyone a safe and happy festive season.

Keep in mind, this is a good time to start thinking about your career and development opportunities for next year.

Don’t forget to check our latest program prospectus. We look forward to seeing you all again at our career development programs and events in 2012.

**Happy Holidays!**