

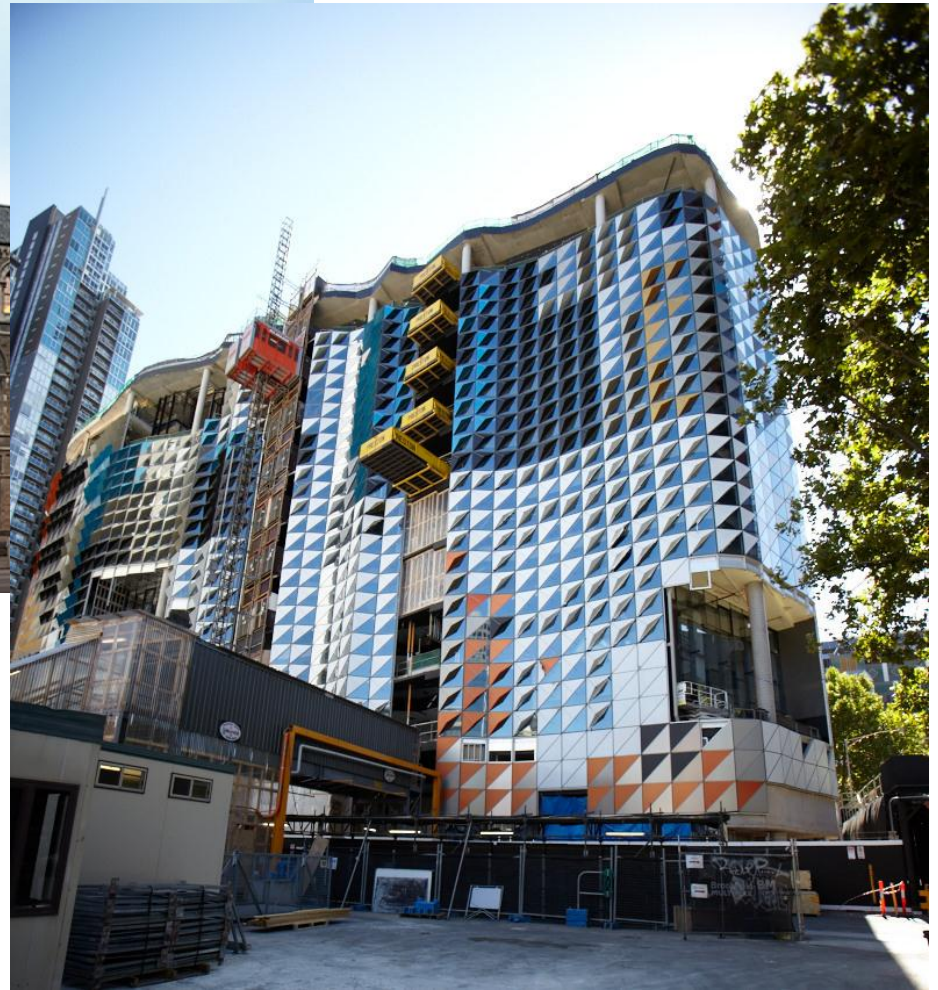
Innovation and cultural change

Julia Leong

Craig Anderson

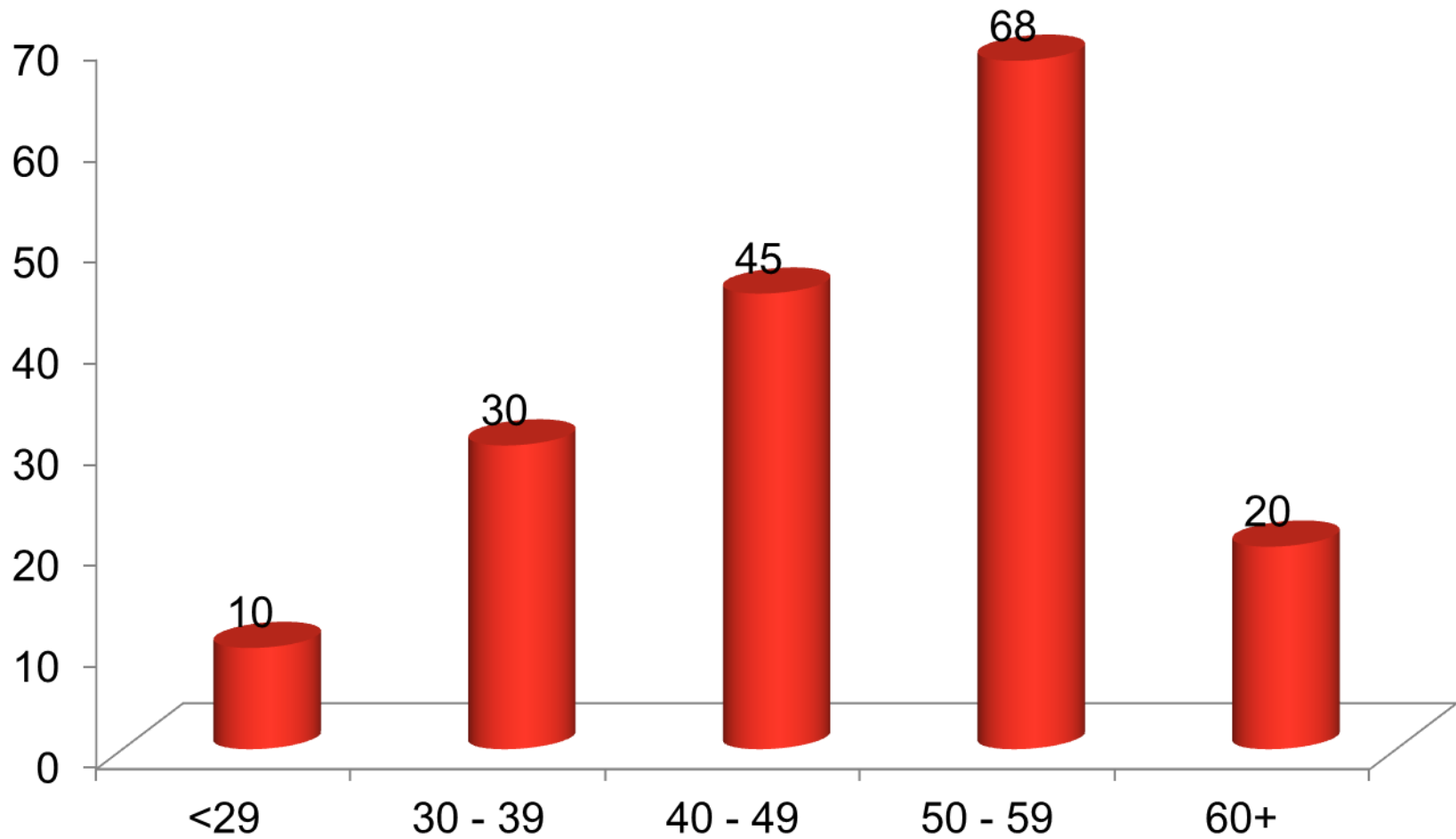
RMIT University

Melbourne Australia

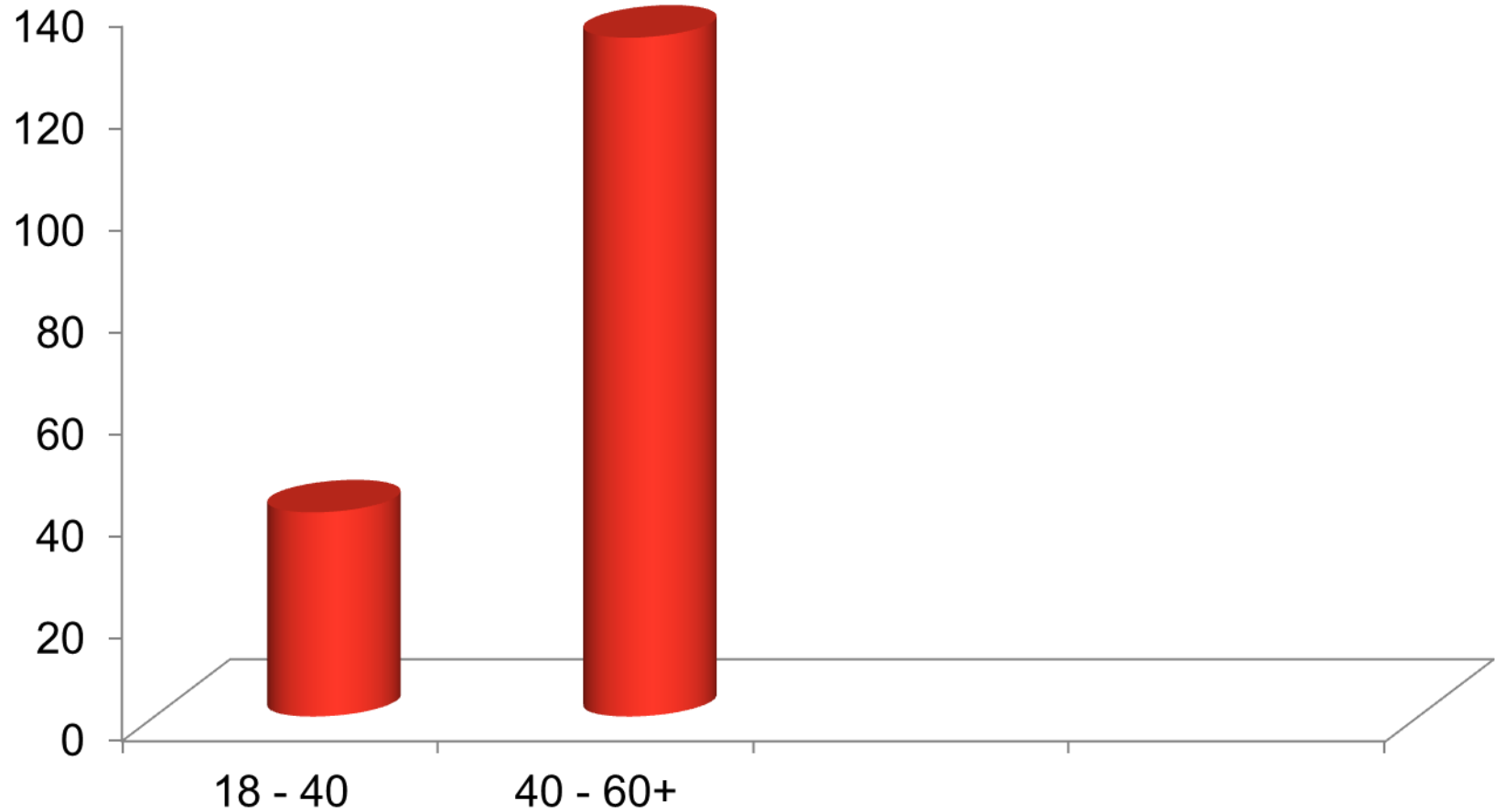




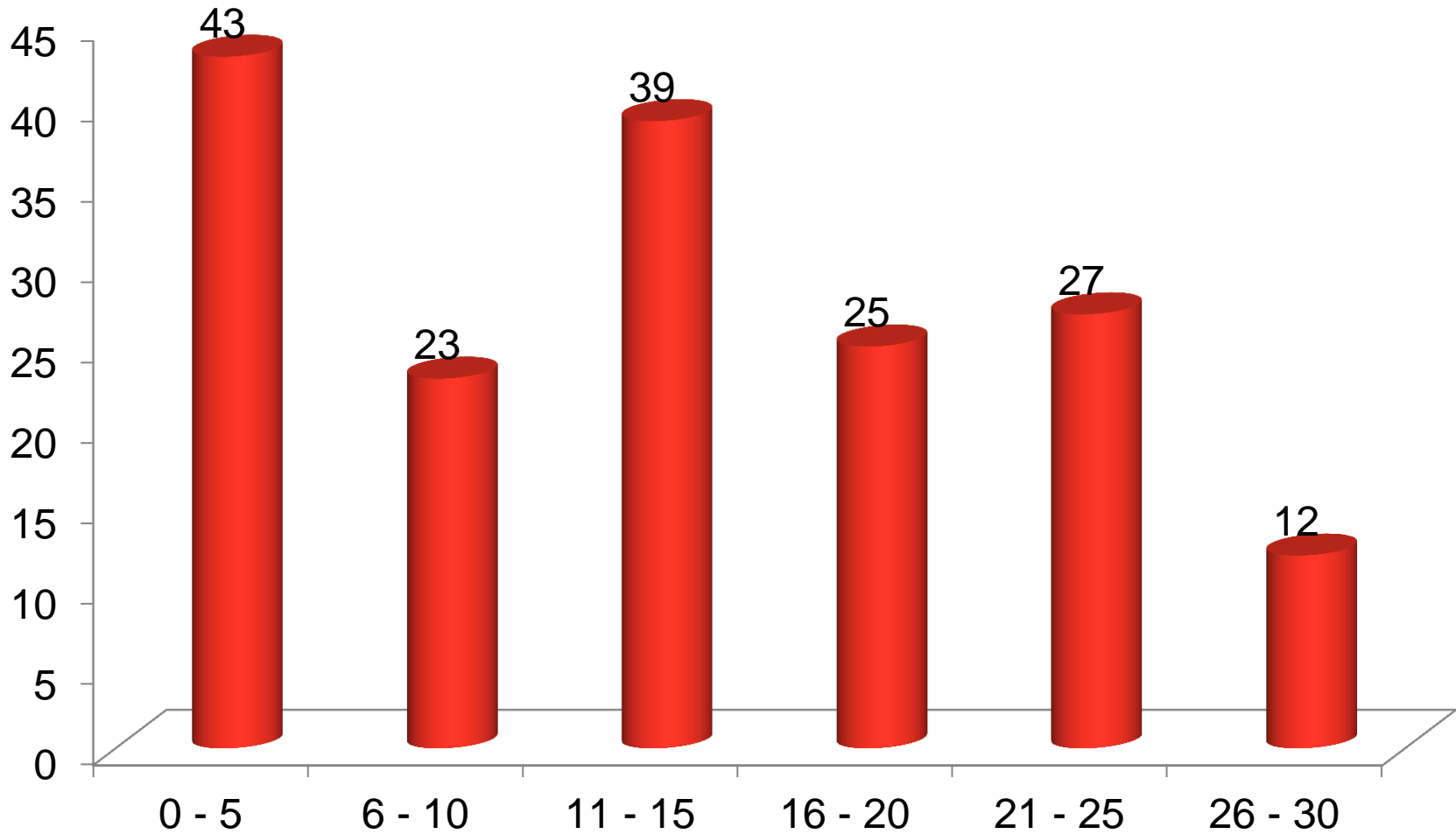
Age



Age – divided into under 40 and over 40



Length of service



Actions taken

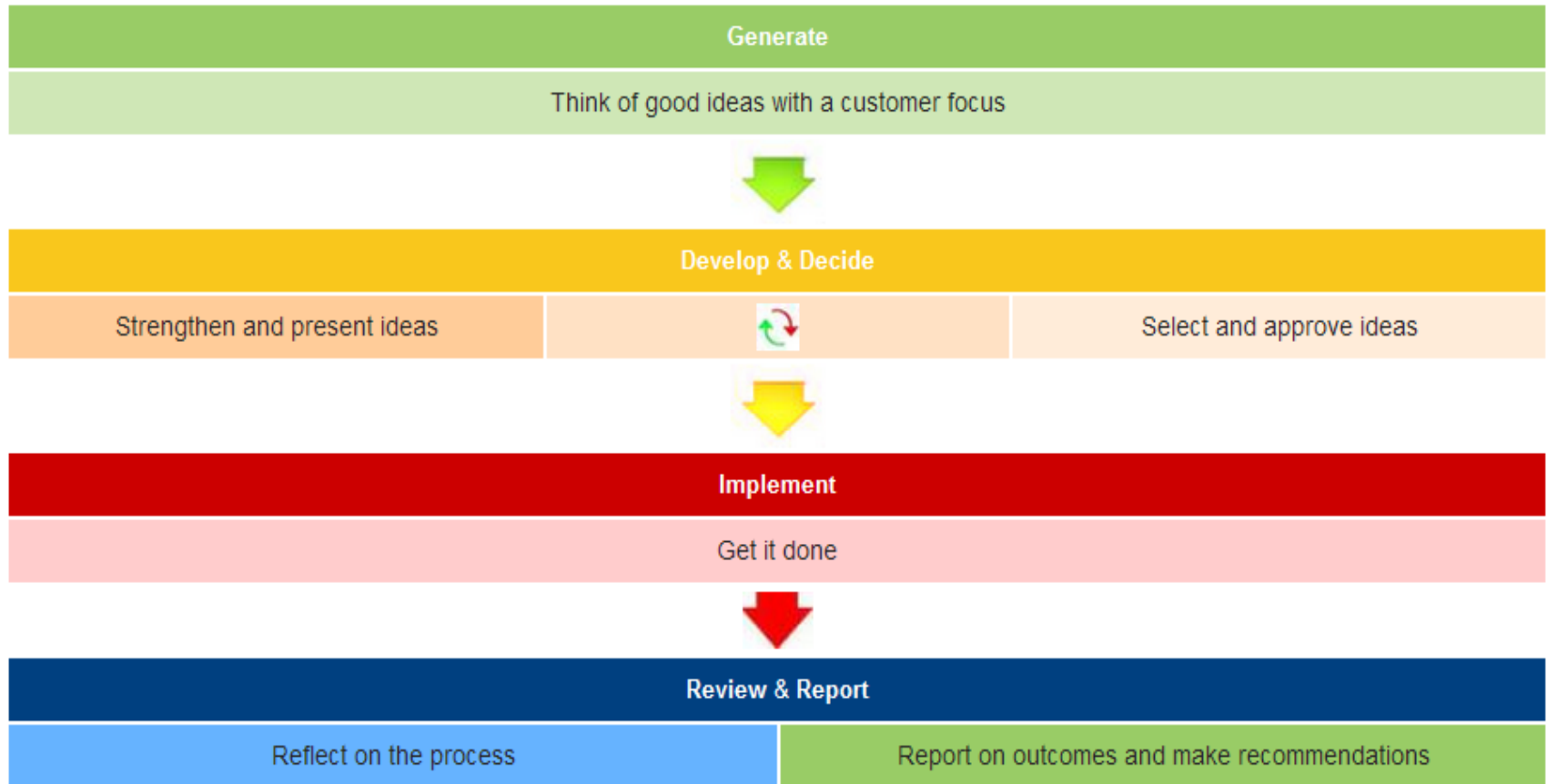
- University-wide leadership development
 - Hay group - ILS, ECI
- Cross unit experience system (CUES)
 - Managed exchanges between units
 - Very popular but time consuming
- Working groups
 - New professionals, Innovatives
- Professional association (ALIA) involvement

More actions – more staff

- TMS
 - Team Management Systems (profiles)
 - Accreditation
 - 120 done to date



Innovation Process Model



Why

- Clarify the steps involved in improving processes and introducing innovations
- Maximise the potential for our Library to be an innovative one in fulfilment of the Library Vision; and in particular to:
 - Increase the quality of presentations of suggestions
 - Minimise blockage of good ideas.

Success



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