Age – divided into under 40 and over 40
Length of service

- 0 - 5: 43
- 6 - 10: 23
- 11 - 15: 39
- 16 - 20: 25
- 21 - 25: 27
- 26 - 30: 12
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

**Generate**
Think of good ideas with a customer focus

**Develop & Decide**
- Strengthen and present ideas
- Select and approve ideas

**Implement**
Get it done

**Review & Report**
- Reflect on the process
- Report on outcomes and make recommendations
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.
Innovation and cultural change

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