

Project ID No.	CA 388 / 6 / 1 / 45 V2
GOAL	2
	SUB-PROGRAM

Strategic and Change Management for Improvement National Training Change Agents

Action plans must be submitted online to www.reframingthefuture.net by COB Tuesday 20 June 2006.

Please refer to 'How to submit an action plan online' in the Reframing the Future handout or on the website.

All sections must be completed.

Please note: sections 1 – 6 of this document will be uploaded onto the Reframing the Future website.

1. Change Agent's details

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Position: Teacher – Access Programs		
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Name and title of your senior manager/CEO who is supporting your work: Jules Carol General Manager Learning		

2. Project focus (100 words maximum)

Please summarise the change management activities you propose to undertake that will assist VET provider(s) with the implementation of the national training system, citing those personnel, groups and/or organisations with whom you intend to work.

Taking TAFE Tasmania along a defined pathway away from curriculum toward embracing Training Package units/quals. for Work Education/Community Pathways students [students with a disability]. In taking that journey the staff will need to make significant, fundamental changes.

From July 1 2006 there will be an increased demand upon people with a disability to participate in the workforce – having foundational/core units of competence which are nationally recognised will place this group in a more equitable position in a competitive [employment] sector.

I will use the opportunity to develop new skills both concrete – data collection, research, and less tangible – bravery, clarity of purpose and an ability to share information with confidence to senior management.

3. Project methodology

Please describe how you intend to:

identify and diagnose a change management challenge in your own and/or other VET organisations, related to the implementation of the national training system	I have identified the challenge. I need to research and develop diagnostic and prognosis skills to inform and assist me with realistic intervention strategies and further action.
identify and gather data regarding that challenge	Translating the Federal Government legislation and expectations into a format that is more accessible for our team. Visit and observe other RTOs who are demonstrating best practise in this regard
select change management processes (based on theories of change management, e.g. Kotter or Cummings & Worley or a mixture or your own) to address that challenge and to bring about change required to implement the national training system	A combination of planned and contingency management processes allowing for the evolving dynamics of individual staff' response and the ever changing climate of our field.
use diplomacy in working sensitively with the organisation(s) involved, particularly in agreeing on objectives of the change management activity with the sponsor/CEO	Ensure I have immersed myself in some of the techniques outlined in texts - notably Buchanan and Badham. Initially observe rather than moving quickly.
identify any resistance to the change process	Use <i>Change Management, Strategies for Australian Organisations</i> , 1995, pp.44-47 as a basis for discussion and analysis
assist the VET providers in the organisation(s) to develop an increased client focus in implementing the national training system	Table my findings in a format that is easily accessible to management, staff , students and other stakeholders

4. Capacity development

What capabilities as a change agent do you most expect to develop during this program?

My ability to collect and collate reliable data.

Development of diagnostic and prognosis skills.

Develop a confidence in use and demonstration of political skills.

Maintain and improve my capacity for flexibility, creativity and responsiveness [a opposed to 'reactive ness']

Sharpen my diplomacy skills through careful and considered practise.

5. Self-evaluation

Please provide an outline of the methods you propose to use to evaluate the participants' learning and your efficiency and effectiveness.

Monitor myself against specific criteria eg. Self Evaluation document - 14 points drawn from literature, especially King & Anderson [2002]

Seek formal feedback from my peers , management and 2 TAFE change agents.

Assess my level of 'comfortability' with personal development work – am I acting with greater bravery and diplomacy?

Use a journal as a means of reflection.

6. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Become cognisant of models and theories of change management	ongoing
Develop and demonstrate new and enhanced skills as a communicator	ongoing
Facilitate SWOT analysis with team	July 28
Observe RTO s who are using best practise in the disability field and draw out key performance indicators/ common traits of excellence	To be finalised
Collate and present this information to the team	October
Select and resource 2 units of competence that could be imported into the 2007 curriculum	October