

Project ID No.	CP 158 / 7 / 1 / 20
GOAL	4 SUB-PROGRAM

Effective Networking Communities of Practice

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 – 9 of this document will be uploaded onto the Reframing the Future website. Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.

Name of organisation funded by Reframing the Future

Victoria University

1. Convenor's details

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2. Facilitators' details

Name: To be confirmed

Please note – The COP Workshop confirmed to us the benefits of an external Facilitator. A meeting has been scheduled with the potential facilitator for this week. Unfortunately, this meeting could not have been held earlier due to travel commitments of the proposed facilitator. I will advise you as soon as this appointment is confirmed.

3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

Participation in the Reframing the Future workshop on Communities of Practice and initial work with the Logistics Community of Practice has resulted in refinement of the focus and project outcomes.

Community

- Build a Logistics Community of Practice which provides members with an identity and profile, an opportunity to establish relationships, exchange knowledge and reflect on practice

Domain

- Develop understanding of current developments and future needs of industry

Practice

- Commence development of VU Logistics COP capacity to respond to the needs of industry
- Facilitate the development of multi-sector, multi-disciplinary learning framework
- Formulate an educative approach to marketing logistics education and careers

4. Domain of knowledge

What aspects of the national training system will be addressed by your project?

The Logistics and Supply Chain Management sectors are undergoing dynamic change and rapid growth resulting in the demand for skilled labour outstripping supply in many instances. This situation is the result of:

- Competitive global business environment
- Increased focus and integration of logistics and supply chain management
- Increasing the use and complexity of technology
- Globalisation and regionalisation
- Increased regulatory compliance
- Public safety pressures
- Increasing environmental awareness
- Aging workforce

To respond to this demand for skilled labour it is proposed to enhance the National Training System's capacity to develop the supply of skilled labour by:

- Increasing Logistics teaching practitioners knowledge of industry trends and demand for skills areas
- Facilitate the development of a learning framework to address the needs of diverse learning cohorts from school leavers, career change adults and up skill existing workforce from operational to strategic.
- Facilitate professional networks with academic teaching and research staff, industry peak bodies and individual enterprises.

(e.g. establishing relationships with industry clients; improving workplace assessment or delivery; implementing new Training Packages) (Please add rows as required)

5. Facilitating your community of practice

Please describe how you propose to facilitate your group progressing through the stages of growth of a Community of Practice (see Table 4.1 in the report: *The Potential for Communities of Practice to underpin the National Training Framework*):

It is noted that development of the community it's not a simple linear process and it is anticipated that different stages will overlap. Initial work on the potential of the Logistics Community of Practice was identified as

Potential Stage

The focus of the potential stage will be on creating ways for members to interact to create a sense of belonging and understanding of common interests and benefits. Start to address what is in it for me and how this can benefit their students, research or clients.

Step one is to build the case for involvement

Step two is to establish at least a preliminary commitment to membership and support of activities

Step three is to facilitate the emergence of leaders

See notes on guest speakers and site visits.

Coalescing Stage

This stage will focus on undertaking shared activities and start to contribute to group projects. Facilitating active and sustain involvement on mutual agreed goals will be critical to this stage.

Maturing Stage

It is unlikely that the Logistics Community of Practice will reach this stage in the timeframe, given the members come from diverse range of positions within the University.

6. Structuring your community

Please describe how you propose to support the development of the three components of your community: its domain of knowledge, community and practice (see *Effectively Structuring Communities of Practice in VET*):

Community

- Identify potential members
- Create a focus and identity for the community
- Create opportunities to establish relationships, engender respect and build trust
- Develop understanding of benefits that can be achieved through collective action

Purpose of the COP is to bring together the extensive number of individuals from across multiple academic schools and sectors into one identifiable group.

Through the drafted Terms of Reference identify potential members establish the primary membership criteria is individual relationship to Logistics and Supply Chain knowledge base

Conduct initial activity to:

- Demonstrated Executive Support with launch by John MacCallum DVC Education
- Introduce members to concept of Community of Practice
 - Members identified
 - Potential benefits
 - How Community of Practice can assist them in the professional practice
 - Create methodologies to address common issues.

With the support of the facilitator ILSCM will:

- Create online discussion forum
- Develop online resource library
- Create opportunities for shared activities to develop relationships and build trust.

Domain

- Highest priority identified by members within community is to develop understanding of current and future trends in industry, including:
 - Changes in technology
 - Current research
 - Understanding business priorities
 - Areas of current and projected skill shortages.

ILSCM will:

- Organise leading industry professionals as guest speakers including: young professionals and business leaders
- Facilitate access to leading printed materials via web site which ?? current news print, copies or provide links to leading industry reports
- Encourage membership in relevant professional bodies.

Practice

Development of practice for any professional should be an ongoing process. However, given the time constraints and the lack of previous cooperation between members it is recognised that is likely that this only at the initial stages of developing new practices will be achieved within the timeframe.

The facilitator will examine ways of how the Community of Practice can facilitate:

- Development a comprehensive learning pathway
- Devise and introduce the new Diploma of Logistics Management
- Facilitate the introduction of two new logistics degree programs
- Involvement of the Community of Practice in related projects such as: Credit Matrix Proving Project

Development of professional competencies to deliver enterprise specific learning strategies will be a longer term goal.

7. Anticipated outcomes (see Chapters 6-7 of *The Potential*)

Please describe the outcomes anticipated as a result of your project:

for participating individuals	<p>Membership of dynamic visible group</p> <p>Initiate and sustain professional network that can facilitate enhancement of personal professional practice</p> <p>Increase breadth and depth of knowledge of Logistics domain rather than individual specialisation</p>
for participating organisations	<p>Development of community that can facilitate development of knowledge and professional practice</p> <p>Greater profile with Industry bodies and enterprises</p> <p>Improvement in professional practice leading to development of VU as leading education provider for this domain</p>

8. Evaluation

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

Goal setting stage

The need for Logistics Community of Practice was established in a university wide review of all logistics education programs in late 05. The recommendations of this review were endorsed for implementation by the Vice-Chancellors Executive.

Project Design

The selected methodology must address how to build a community within a multi-sector university for discipline that is fragmented across the university in multiple schools and departments.

Program Implementation

Data will be collected on level of engagement for all events organised by Community of Practice. Engagement will be monitored by:

- Attendance
- Participation / Contribution
- Willingness to engage in supporting projects
- Periodic review by facilitator and participants
- Mid-term report will be at the end of the site visits and industry speakers forum.

Outcomes achieved by Community of Practice

Will be measured by the contribution to achieving the objectives of this project and support for related projects such as program renewal.

Value of the project

Examination by stakeholders within the organisation of the effectiveness of this project in achieving the stated goals.

9. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Launching COP	May
Refining communication mechanisms	June
Site Visits to: GS1 (international organisation facilitating flow of information and goods) and state of the art facility (to be determined)	July
Key Speakers Industry: Young Professionals Forum	August

Cross Sectoral Participation in Credit Matrix Proving Project Development of Learning Pathway (initial activities) Establishing Cross sectoral reference group for formation of New VET Diploma	Aug/Sept Sept/Oct Aug/Sept/Oct/ Nov
Reflection	Nov