

# WAL *for* CHANGE CONFERENCE

27-28 NOVEMBER 2017  
ADELAIDE, SOUTH AUSTRALIA



GLOBAL CENTRE FOR  
WORK-APPLIED LEARNING

PIONEERING WORK-APPLIED LEARNING

CONFERENCE SUPPORTERS



the practical business school



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After the successful Conferences in 2013, 2014 and 2015, and Congress in 2016, the Global Centre for Work-Applied Learning (GCWAL), is presenting the 2017 WAL for Change Conference.

## CONFERENCE ORGANISER



The **Global Centre for Work-Applied Learning** ([www.gcwal.com.au](http://www.gcwal.com.au)) aims to bring together practitioners, scholars and organisations committed to Work-Applied Learning (WAL) and related areas in Australia and around the world. These collaborations result in industry based research and consultancy projects, all of which will contribute to knowledge and the practice of WAL globally.

## CONFERENCE SUPPORTERS



The **Australian Institute of Business (AIB)** is a 22 year old Business School offering degrees and undertaking research in business and management nationally and globally. AIB was the first and still is the only private institution in Australia to be Government approved to confer the full suite of business and management degrees from BBA to PhD. The institute is led by highly qualified and experienced academics and practitioners who are determined to maintain close links between business theories and cutting edge business practices. AIB is 'The Practical Business School', committed to delivering programs which are work-applied, accelerated, flexible, accessible, affordable and fully accredited.



**Action Learning, Action Research Association Inc (ALARA)** was formed in 1991 (as Action Learning Action Research and Process Management Association). ALARA established itself as the world's earliest action research professional association. It was the first to mount World Congresses for this field, bringing together theorists and practitioners with novices, innovators and managers. Renamed ALARA in 2007, the association has now held 9 World Congresses in Australian and International settings, 20 Australasian conferences, and local workshops and seminars for members and their networks.



In fewer than 50 years, **Leeds Trinity University** has transformed itself from two small Catholic teacher training colleges to an acclaimed university with an excellent track record for launching the careers of its students. We were one of the first universities to include compulsory professional work placements with every degree, and we now work closely with over 2,000 businesses who offer our students placements that are relevant to their degrees. The results speak for themselves, with 95% of our graduates employed or in further study within six months of graduating.



**Otago Polytechnic** is one of New Zealand's leading polytechnics with a strong reputation for quality and innovation and for the success of its learners, both in terms of academic achievement and employment success.

The Polytechnic has a strong focus on the education of adult learners who are in work and has a particular strength in the recognition of prior experiential learning. Services and programmes for the adult learner are delivered through a specialist school – Capable NZ, which specialises in work based learning at both undergraduate and post graduate levels, including a Masters in Professional Practice and a Doctor of Professional Practice. A recent innovation for the Polytechnic, delivered through Capable NZ, is a micro credentialling service branded as EduBits.



## CONFERENCE THEME

In this conference, Work-Applied Learning (WAL) for Change is addressed in the context of Reflective Practice; Occupational Health and Safety; Telecommunications Construction; Work Readiness; and Work-Based Facilitation and Education. This conference will bring together leading practitioners and scholars to share and consider these issues.

## CONFERENCE PARTICIPANTS

Join like-minded conference participants and discover developments in WAL concepts, process and application which will be beneficial to executives, professionals and academics.

## CONFERENCE PROCESS

The 2017 Conference will involve presentations and group reflections, providing participants with the opportunity to reflect on their own practices, research and organisational projects/programmes with the concepts and practices introduced. The number of participants will be restricted to 80 in Adelaide.



## REGISTRATION INFORMATION

### PARTICIPANT REGISTRATION FEE

\$640 inc Goods and Services Tax (per person).

### REGISTRATION INCLUSIONS

The registration fee is based on full attendance and includes morning/afternoon teas and lunches.

### HOW TO REGISTER

Please visit [www.gcwal.com.au/conference2017](http://www.gcwal.com.au/conference2017) to register.

### CANCELLATION POLICY

No refunds will be granted after registration. If you are unable to attend, you may send someone else in your place at no extra cost. However, this change must be advised before 17 November 2017 by email to [events@gcwal.com.au](mailto:events@gcwal.com.au).

### DRESS STANDARDS

Business attire.

### NAME BADGES

All participants will be issued with a name badge at registration. Admittance to all sessions will require presentation of your badge.

## CONFERENCE VENUE

### HILTON HOTEL ADELAIDE

Hilton Adelaide is centrally located in Adelaide's CBD, overlooking Victoria Square and a stone's throw from Adelaide's shopping, dining, theatre and business precincts.

The hotel is adjacent to the Central Market and Chinatown and is around the corner from Gouger Street, Adelaide's largest restaurant and café precinct. At the hotel's doorstep is the Adelaide tram taking you directly to seaside Glenelg or to the Adelaide Casino, Convention Centre and Entertainment Centre.

## CONFERENCE ACCOMMODATION

### HILTON HOTEL ADELAIDE

233 Victoria Square, Adelaide  
Phone: +61 8 8217 2000  
Website: [www.adelaide.hilton.com](http://www.adelaide.hilton.com)

### ALTERNATE HOTELS LOCATED NEARBY:

#### ADINA APARTMENTS HOTEL ADELAIDE TREASURY

2 Flinders Street, Adelaide  
Phone: +61 8 8112 0000  
Website: <http://www.tfehotels.com/brands/adina-apartment-hotels/adina-apartment-hotel-adelaide-treasury>

#### QUEST ON KING WILLIAM

82 King William Street, Adelaide  
Phone: +61 8 8217 5000  
Website: [www.questapartments.com.au](http://www.questapartments.com.au)

#### QUEST ON FRANKLIN

74 Franklin Street, Adelaide  
Phone: +61 8 8113 7500  
Website: [www.questapartments.com.au](http://www.questapartments.com.au)





## CONFERENCE SPEAKERS



**GREGORY CROSSMAN**  
AFSM, MBA

Greg Crossman was appointed as Chief Officer and Chief Executive of the Metropolitan Fire Service in September 2015. He joined the MFS in October 1978 as a Firefighter and progressed through the ranks to Assistant Chief Fire Officer in May 2012 before being appointed as Chief Officer. He was appointed as the Australian representative and Director on the prestigious International Fire Chiefs Association of Asia (IFCAA).



**PROFESSOR  
JONATHAN GARNETT**

Jonathan Garnett is the Academic Director of the Global Centre for Work-Applied Learning and oversees the research team. He is a Thought Leader in Work-Based Learning using Reflective Practice. He was the Director of the Institute of Work-Based Learning and Professor of Work-Based Knowledge at Middlesex University. He has over 21 years experience at the leading edge of the development and operation of Work-Based Learning partnerships at higher education level.



**DR JUHANI TUOVINEN**  
PhD, B.Ed M.Ed

Juhani is a Senior Research Fellow at the Global Centre for Work-Applied Learning and an Associate Professor at the Australian Institute of Business. His experience as an educator and researcher contributes to an understanding of Work-Applied Learning in education, both at school and tertiary education levels.



**DR PRIKSHAT VERMA**

Prikshat Verma has more than seventeen years' academic experience in Australian and Indian universities. He has taught a variety of management courses at RMIT, University of Melbourne, Central Queensland University, Batchelor Institute of Indigenous Tertiary Education and Punjab Technical University, India.



**DR ROSLYN CAMERON**

Dr Roslyn Cameron is Associate Professor and Head of Discipline - HRM at The Australian Institute of Business, Adelaide. She is a Fellow of the Australian Human Resources Institute (FAHRI) and the Australian Institute for Training and Development (FAITD) and is Co-Convenor of the Mixed Methods Research Special Interest Group of ANZAM. Ros has been the recipient of several large-scale workforce development research grants and an array of smaller scale research grants related to skilled migration and workforce readiness/employability and future skilling.



**PHIL KER**

Phil is currently Chief Executive of Otago Polytechnic in Dunedin, New Zealand. He has had a diverse set of experiences in tertiary education and has developed a broad portfolio of expertise as both an academic and an administrator in both university and polytechnic environments. Phil has particular interests in business education, education for sustainability, staff development generally and leadership development specifically; and in the recognition of prior experiential learning.



**GLENYS KER**

Glensy is the Programme Leader of the undergrad qualifications on offer through Capable NZ, a School in Otago Polytechnic specializing in work-based learning and professional practice qualifications. She works as a facilitator of learning, supporting learners to articulate their skills, knowledge and attitudes gained from their work-based learning experiences, as well as undertaking new learning to gain a degree qualification through Capable NZ's independent learning pathways.



**LISA MOHAMMED**

Lisa Mohammed has been involved as a consultant in the field of Occupational Health Safety and Environment (OHSE) for over 13 years and has conducted consultant services for several companies in varying sectors but more so in the oil and gas sector. Currently, she is the CEO of Dux Health Safety and Environmental Consultant Services Limited, a privately owned HSE consulting company and a DBA candidate at AIB.



**DR JENNY BRERETON**

Jenny is an environmental scientist who has worked on a variety of large projects across many industries with government, consultancies and the private sector. Her qualifications include a Doctor of Business Administration. Her specialist areas include: environmental management, training, conflict resolution, auditing, project and systems management, client liaison, regulatory environments, team building and management and organisational change.

8.30 – 9.00  
9.00 – 9.15

REGISTRATIONS  
WELCOME AND INTRODUCTIONS

9.15 – 9.30

OFFICIAL OPENING

9.30 – 10.30  
KEYNOTE SPEAKER

**GREG CROSSMAN & PROFESSOR JONATHAN GARNETT**

*Developing and recognising high level learning through, at and for work*

Knowledge gained from experience is now explicitly and implicitly recognised at work and in academia. The performative and hence economic importance now attached to knowledge and learning has placed a premium on the capability of advanced professionals to develop and critically use knowledge which is of direct relevance to their work. This in turn challenges the higher education provider to recognize and facilitate such knowledge.

The presentation is illustrated by reference to the high level of the work based learning of Greg Crossman who joined the MFS in October 1978 as a Firefighter and progressed through the ranks to Assistant Chief Fire Officer in May 2012 before being appointed as Chief Officer in 2015.

10.30 – 11.00

MORNING TEA BREAK

11.00 – 12.30

**DR JUHANI TUOVINEN**

*The journey to Work-Applied Learning viewed from a Learning Theory Perspective*

This paper presents the journey of internationally successful research and development programs that led to the construction of the mature Work-Applied Learning (WAL) model. This process is examined from a learning theory perspective, as viewed through the lens of the Cognitive Load Theory (CLT). The approach adopted is an analytical case study of the development of the WAL model linked to the general theory and knowledge development conceptualised in the CLT framework. It was found that the research and development leading to the WAL model may be fruitfully described in CLT terms, providing a coherent and substantive picture of the innovative nature and value of WAL.

12.30 – 13.30

LUNCH BREAK

13.30 – 15.00

**DR PRIKSHAT VERMA  
DR ROSLYN CAMERON**

*Gap analysis: Stakeholders' perceptions of the 'Work-Readiness' of Australian business graduates*

Graduate work readiness is a relatively new field of inquiry with the bulk of studies published in the last decade. The fact that Australian business graduates are struggling to procure a full-time job within 4 months of completion of their degree solicits a much-needed investigation into the lack of alignment of university business programs with the work readiness competencies required by business. The aim of this position paper is to review and analyse the purpose, focus and necessity of work-readiness competencies for Australian business graduates. The study is framed through the lens of stakeholder theory and will be of interest to three principal stakeholders in business education, namely education providers who deliver business programs, academic educators who design and teach business course curriculum and industry who recruit and employ business graduates.

15.00 – 15.30

AFTERNOON TEA BREAK

15.30 – 17.00

**PHIL KER**

*Preparing students for the jobs of the future: are transferable skills the answer?*

One of the major issues facing vocational education providers today is the speed at which technologies develop, not only changing what we teach but also how we teach. Our challenge is two fold. First, to meet our ethical obligations to ensure our graduates are adaptable, and remain employable even if the jobs for which they were trained become obsolete. Second, to ensure that we equip our graduates with the capabilities to tackle the jobs which have not yet been invented. Whilst there is no simple solution to these challenges, one promising approach is to ensure that our graduates are well equipped with transferable skills, as well as relevant technical/specialist skills. This presentation is a case study of the approach being undertaken by Otago Polytechnic to build the development of learner transferable skills into every programme of learning, and to assess and report on the extent to which learners have developed the capabilities regarded by employers as essential in a new graduate.

17.00 – 17.30

REFLECTION ON DAY'S PRESENTATION

9.00 – 10.30

**GLENYS KER**

*Facilitating for Transformative Learning: Developing the Facilitators*

This presentation explains a model for developing facilitators to bring about transformative learning with adult learners in the workplace. The model is developed from a study of learners engaged in the independent learning pathway (ILP) to bachelor degrees offered by Capable NZ, a School within Otago Polytechnic.

Graduates from this programme report their experience as transformative and attribute that transformation significantly to the reflective process in which they have engaged. To be effective, this reflective process requires highly skilful facilitators, for whom the skills, knowledge and attitudes were identified through this study.

10.30 – 11.00

**MORNING TEA BREAK**

11.00 – 12.30

**LISA MOHAMMED**

*Change Management in the field of OHS in the oil and gas industry*

The research project was centered on change management in the field of Occupational Health and Safety (OHS) in an organisation in the oil and gas industry in Trinidad and Tobago using a Work-Applied Learning (WAL) approach.

The object was to investigate if the OHS performance of the organisation, by specifically using the number of accidents as a measure, could be reduced using the WAL approach since all the other systems that were used in the organisation had not produced the desired result.

12.30 – 13.30

**LUNCH BREAK**

13.30 – 15.00

**DR JENNY BRERETON**

*Action Learning in Developing Action Plans in Telecommunications Construction*

This presentation will examine how action plans can be developed and implemented in the telecommunications construction industry to improve the performance of project teams using action research and action learning, based on the Work Applied Learning Model. The study examined this problem by working with a project team using the action research method and the action learning process.

The action research method and action learning process were tested in this high-pressure environment and the results evaluated to determine whether they could be effectively used in a similar environment within other sectors of the construction industry in Australia.

The findings of the research show that team performance can be enhanced through the development and implementation of a series of action plans and by following the cyclical, structured process of Action Learning and Reflective Practice with external validation of the overall process.

15.00 – 15.30

**AFTERNOON TEA BREAK**

15.30 – 17.00

**PLENARY SESSION**

17.00 – 17.30

**CLOSING ADDRESS**

## GENERAL INFORMATION

### TRAVEL

Participants travelling to Australia from overseas must check whether they require a visa. This should be done as soon as possible because it does take some time for visas to be granted. Please visit the website of the Australian Embassy in your country for more information. Should you require an invitation letter for your visa application, please contact the Conference Coordinator. Details of your nearest Australian Embassy are available at: [www.dfat.gov.au/missions/](http://www.dfat.gov.au/missions/)

### AIRPORT TRANSFERS

Skylink Airport Shuttle - The shuttle specialises in providing a regular, scheduled bus service between Adelaide Airport and the Adelaide CBD. There are set-downs and pick-ups for most major city hotels. The shuttle service operates every day of the year, except Christmas day. For more information, please visit [www.skylinkadelaide.com](http://www.skylinkadelaide.com)

### LOCAL TRANSPORT

A taxi from Adelaide Airport to the CBD is about \$25.00  
Adelaide Independent Taxis – 132 211  
Suburban Taxis – 131 008  
Yellow Taxis – 132 227

### ADELAIDE CITY

Australia's most liveable city, Adelaide is easy to get around. The city rises from the middle of a tree-covered plain, between rolling hills to the east and beaches to the west. With a population of slightly more than one million, Adelaide is the '20 minute city'. The airport is only seven kilometers from Adelaide city. The Adelaide Hills and major beaches are less than half an hour away by car. That's what we call liveable!

### TEMPERATURE

For the month of November, Adelaide's mean average daily temperature is 25 °C, with an average daily minimum of 12°C.

## CONTACT INFORMATION

For registration and further information, please contact the Conference Coordinator.

**e:** [events@gcwal.com.au](mailto:events@gcwal.com.au)  
**w:** [www.gcwal.com.au/conference2017](http://www.gcwal.com.au/conference2017)  
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