

From: [Vice-Chancellor](#)
To: [# University Communications](#)
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University of
**Southern
Queensland**

Shaping Our Future Newsletter

Shaping Our Future

Edition 10: 30 January 2025

Senior Leaders Group Meeting

Our Senior Leaders Group (SLG) met for the first time this year on Tuesday to focus on the key areas shaping our path forward. During an engaging three-hour session, we discussed and explored the significant cultural shifts required for our transformation to succeed. Senior leaders were in agreement that collaboration and breaking down silos will be essential for success. In turn, we will empower leaders across the University and improve processes to speed up decision-making.

Building Capacity for Change

The Shaping our Future change program is focusing on strengthening and creating greater synergies between research and teaching, reducing program complexity, and streamlining processes and technology to eliminate inefficiencies. To achieve these aims, it will be essential to maintain strategic momentum in teaching and research excellence while addressing current challenges with our cost base. All of this work will involve aspects of change and ongoing continuous improvement.

To support staff with navigating change with confidence and clarity, we are offering a range of resources, including:

- [Understanding Change module](#): Foundational understanding of how people experience change, the ADKAR model, and strategies to successfully navigate change (30 minutes)
- [Lead and Manage Innovation and Change](#): LinkedIn Learning (25 minutes) *(to view login to LinkedIn profile)*
- [Change Management resources](#): LinkedIn Learning various courses
- Dedicated EAP support for leaders via Manager Assist, including individual sessions

Upcoming Key Dates

- All-Staff Forum – 4 February from 1:00pm-2:30pm [online](#) and at Toowoomba campus in L206 and overflow in B102
- Staff Q&A sessions:

- Toowoomba campus in B102 – 4 February, 3:00pm-4:00pm
- Ipswich campus in O202 – 5 February, 1:00pm-2:00pm
- Springfield campus in B331 – 7 February, 12:00pm-1:00pm
- University Council and VCE combined Workshop – 17 February
- SLG Meeting – 21 February
- Shaping our Future Steering Committee meeting – 3 March

Refer to the [Shaping Our Future](#) SharePoint site for further information about upcoming engagement opportunities.

After this edition, the *Shaping Our Future* newsletter will be distributed on Tuesdays starting 11 February.

I encourage each of you to join us at the first All-Staff Forum of the year next Tuesday – your participation and insights are essential as we move forward together.

Kind regards,

Karen

UniSQ acknowledges the First Nations of southern Queensland and their ongoing connection to Country, lands, and waterways. We pay deep respect to Elders past and present.



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