



Turning HR Theory into Practice

A practical approach to examining the HR issues associated with implementing a “RESULTS ONLY WORK ENVIRONMENT” in a contemporary workplace.

Workshop 3

STRATEGIC HUMAN RESOURCES
MANAGEMENT

Bachelor of Applied Management
(accelerated)

after

teams

challenge

timeline

History



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Academic Coordinator, Bachelor of Applied Management,
Federation University Australia & Senior Lecturer, Management
& SHRM at TAFE QLD Brisbane.

I'm a passionate advocate for adult learners who have to juggle
work, study and family responsibilities during their educational
journeys.

As a corporate consultant, I'm a specialist in tailoring learning
solutions to business needs with integrated, project-based
learning and assessment strategies.

I'm currently a PhD candidate researching the nature of
learning cultures in organisations and how those cultures
impact workers who are studying.

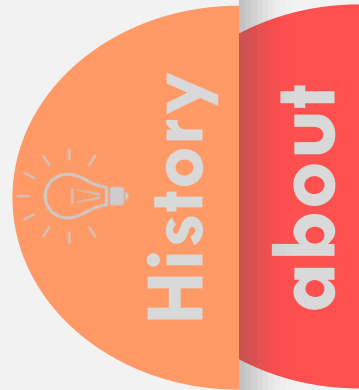


about

BAM structure at TAFE Qld

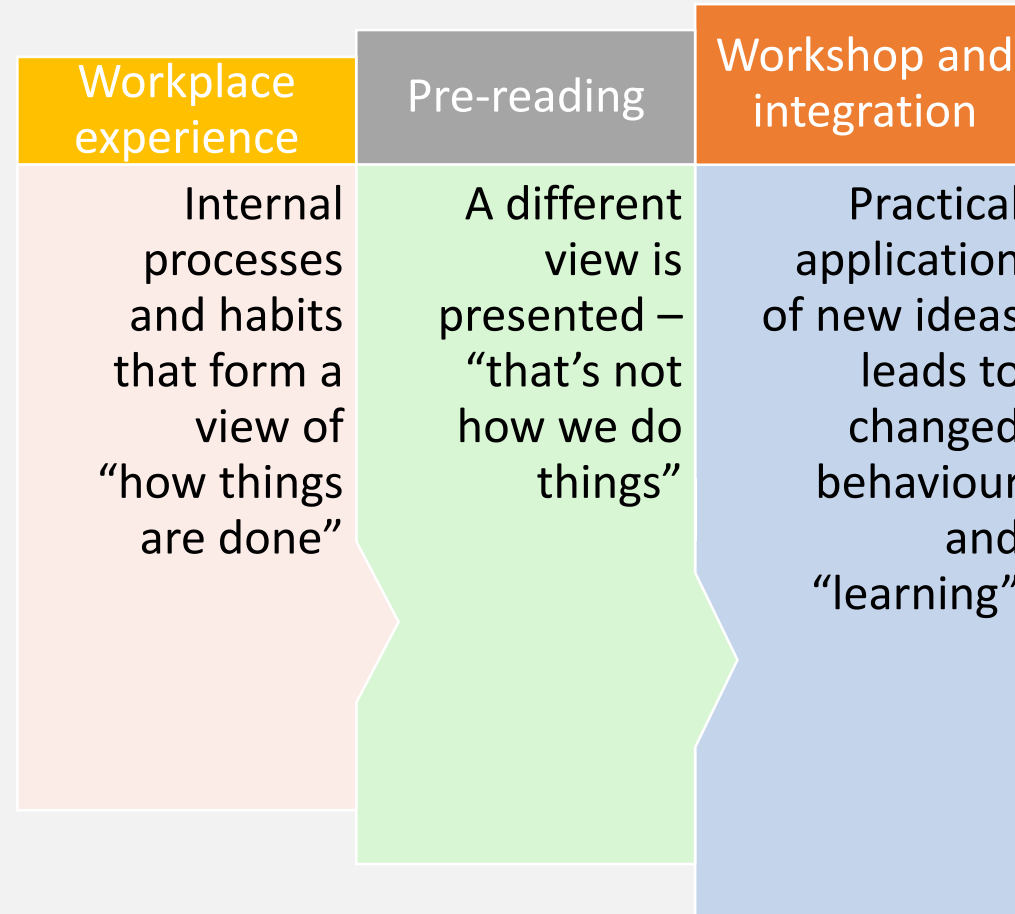


- We deliver the final year of the Bachelor of Applied Management in accelerated mode to existing workers with management experience in their organisations.
- The courses delivered are:
 - Strategic HRM
 - Project Management
 - Accounting for Managers
 - International Business Management
 - Entrepreneurship
 - Marketing for Managers
 - Applied Principles for Responsible Business Practice
 - Applied Workplace Practice



We have 4 x 3 hour sessions to change the perspectives and behaviours of students

after
teams
challenge



timeline
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about

How do we make an abstract concept like performance management of a ROWE team "REAL"?

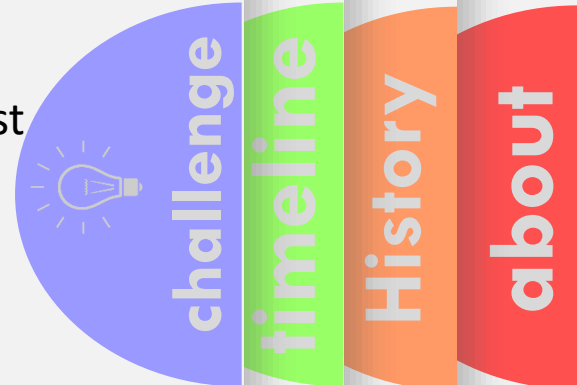
after
teams

- 5 min discussion
- 20 min activity
- 5 min debrief and report



Observers:

- Anthropologist
- WHS advisor
- Observer/leader/assessor
- Encourager/feedback



Questions for participants

- What are your lessons learned?
- People must be matched to the requirements of the role if they are to be successful
- What is SHRM all about in practice?
- The appropriate utilisation of resources to deliver organisational objectives under challenging circumstances
- What are the challenges and opportunities for agile and informed HR practitioners in modern organisations?
- Innovation in work practices that benefit the organisation while delivering real value to workers
- Did your actions support your mission statement?
- Not always – it was difficult to remain focussed at times
- Did you live your values in your behaviours?
- Not always – the work was not evenly distributed and contributions varied

after



Feedback and continuous improvement

- Participants commented that the strategy was engaging and made the concepts “REAL”
- The insights from the observers was both interesting and instructive
- In future the use of software that will allow remote students to participate in the workshop will further enhance the experience for all.

Student comments:

“I feel the learning outcome of the ROWE workshop is definitely necessary in today’s modern and dispersed world. Whilst the concept of the workshop was unique and challenging, it’s execution on the night fell short of its full potential. Though students mainly communicated through electronic means, close proximity meant they could ‘bend the rules’ and communicate in person; though non-verbally. In hindsight, breaking the groups up further and relocating them to other tables, would have improved the process, and the outcome would have been better aligned to the desired learning.”

