

# Managing Workforce Change in Hard Times



## ANZSOG Executive Workshop

### Course leader

Emeritus Professor Ed Davis, AM  
Macquarie University

### Enquiries

Lechéé Donato  
T +61 3 9285 9116  
[l.donato@anzsog.edu.au](mailto:l.donato@anzsog.edu.au)  
[www.anzsog.edu.au](http://www.anzsog.edu.au)



## Message from the Dean

Thank you for considering ANZSOG's Executive Workshop as part of your professional development.

Participating in an ANZSOG initiative is about meeting the educational requirements of future public sector leaders. Each workshop is tailored to the specific needs of our Government partners. By taking part, participants are introduced to a range of valuable knowledge and skills sets, analytical thinking, and decision-making that aim to strengthen their ability in their role and in turn the community.

Of the many special features of the School, I am proud of the life-long learning experience participants gain to help drive change—that in turn brings about better policy implementation and service delivery.

I invite you to take a closer look at ANZSOG by taking part in our executive workshops where we strive to bring out the best, in the best.

Allan Fels, AO

# ANZSOG Executive Workshop

## Managing Workforce Change in Hard Times

### Who should attend?

This executive workshop is suitable for all senior managers working in a public sector organisation. It will be especially valuable to senior executives who manage departments, divisions or units with a large workforce, or a workforce with a mix of employees on a range of contractual terms.

The workshop is designed to be of value to generalist managers and no prior learning in human resource management is required.

### The program

This executive workshop identifies crucial workforce management issues during times of budgetary constraint and outlines tools and strategies for senior executives.

Participants will:

1. Explore the changing economic environment, associated pressures on government budgets and the implications for government departments and agencies.
2. Understand the strategic options for public sector organisations, with a particular focus on workplace planning and management.
3. Examine the costs and benefits linked to different strategies.
4. Look at obstacles commonly encountered in the implementation of strategies and measures which might be used to assist achievement of strategic goals.
5. Explore and analyse case studies to deepen understanding of what strategies might work best in different contexts.
6. Deepen their understanding of connections between functional areas, the need to monitor impact of changes on other areas and take steps to achieve policy coherence.

### Participant benefits

At the end of the program participants will be better equipped to:

- Examine the implications of the changing economic environment for workforce management in the public sector generally as well as in their own agency
- Analyse the links between organisational strategy and workforce change
- Evaluate the costs and benefits of different approaches to managing workforce change
- Lead and engage staff during times of major change
- Develop and implement strategies to achieve effective workforce change in their organisation.

### Learning approach

Excellence in teaching and learning is central to ANZSOG's mission. ANZSOG's programs offer a stimulating and intellectually rigorous learning experience. Course curriculum combines lectures with participant discussion based on the analysis of real life public sector case studies.

‘This executive workshop identifies crucial workforce management issues during times of budgetary constraint and outlines tools and strategies for senior executives.’



### Course leader

#### **Emeritus Professor Ed Davis, AM**

Professor Ed Davis is a Fellow of the Labour-Management Studies Foundation and an Emeritus Professor at Macquarie University and is the Director of Edward M. Davis and Associates. He consults in strategic HRM and provides services in conflict resolution, including mediation. He also engages in leadership coaching.

Professor Davis held tenure at Macquarie University for 20 years, and was Dean of the Faculty of Economic and Financial Studies from 2002 to 2008. He holds a Master of Arts from Cambridge, a Master of Economics from Monash and a PhD from La Trobe University.

Much of Professor Davis' research has focussed on the management of workplace performance and he has co-edited several books with Professor Russell Lansbury in this area. He has acted as a consultant to employers, unions and government and he has also undertaken assignments for the International Labour Organisation.

In 2008 he was appointed by the NSW Department of Education and Training as a Chair of its Higher Education Accreditation Assessment panels.

In 2000 Professor Davis was National President of the Industrial Relations Society of Australia and was awarded Life Membership in 2002. In 2004 Professor Davis won the Lifetime Achievement in HR Award at the National Human Resources Awards. In 2005 he was made a Fellow of the Australian Human Resources Institute. He was appointed a Member in the General Division of the Order of Australia in 2006 for “service to education and to the community in the areas of equity in employment, industrial relations and human resource management”.

### Workshop fees

Non-residential—\$AU2,500 including GST  
Residential—\$AU2,900 including GST

#### **Non-residential**

Price includes tuition fees, all course materials, all meals during the daily program, course dinners, as well as required breakfast sessions.

#### **Residential**

Price includes all of the above, as well as a two nights accommodation package.

ANZSOG alumni receive a 15% discount.

### How to register

#### **Fax**

Complete and fax the registration form to +61 3 9349 5849.

Indicate your preferred payment method.

#### **Mail**

Complete and send the registration form to:  
ANZSOG  
PO Box 4023 Parkville  
Victoria 3052 Australia.

### Enquiries

Lechée Donato  
T +61 3 9285 9116  
l.donato@anzsog.edu.au  
www.anzsog.edu.au

## About ANZSOG

ANZSOG, the Australia and New Zealand School of Government, is a consortium of governments, universities, and business schools dedicated to delivering tailored programs that meet the real world challenges of public sector managers.

With its unique structure, ANZSOG's programs are drawn from its networks of inter-government jurisdictions and access to leading international academics and practitioners. The programs feature a dynamic mix of innovative, world-class professional development education and training in the craft of public administration, policy and management.

ANZSOG has three flagship programs: Executive Programs and Workshops, the Case Program and the Research Program.

ANZSOG's Executive Programs and Workshops offer a post-graduate qualification and a range of executive courses that aim to strengthen the leadership and management capability of future public sector leaders:

- Executive Master of Public Administration is a two-year part-time graduate program for middle management sponsored by the participants' department. The program is taught by leading academics and practitioners from Australia and New Zealand; past presenters have included Prime Ministers, Premiers and a number of chief executives of government departments
- Executive Fellows Program is a three week residential program tailored at the

executive level, and also sponsored by the participants' respective department. ANZSOG sources world experts to develop the strategic leadership and managerial skills of senior public sector executives

- the Executive Workshops operate throughout the year and offer middle to senior managers customised courses that meet specific educational needs identified by ANZSOG government partners.

The Case Program is responsible for producing original case studies based on real public sector situations that are used for teaching purposes in the School's executive programs. There are over 70 case studies in the library that offer quality, topical cases in public sector management development that focuses on current events and issues in Australia, New Zealand, Commonwealth Nations, and the Pacific and South Eastern Asia.

The Research Program aims to develop innovative, cutting-edge research into public administration, policy, and management. The program's distinctive approach favours networked, collaborative research that delivers practical solutions and outcomes for government whilst offering a number of research activities, such as public lectures, conferences, and publications.

Along with ANZSOG's programs, the School holds a number of collaborative initiatives with its partners and key national and international networks that provide a platform for policy development, research, and analysis.

For further information about the School's programs, activities and forthcoming initiatives please visit our website [www.anzsog.edu.au](http://www.anzsog.edu.au)

### ANZSOG

PO Box 4023 Parkville  
Victoria 3052 Australia  
T +61 3 8344 1990  
F +61 3 9349 5849  
ACN 102 908 118  
ABN 69 102 908 118  
[www.anzsog.edu.au](http://www.anzsog.edu.au)

Printed on a FSC Mixed Sources Certified paper containing recycled post and pre consumer waste, and FSC pulp from well-managed forests and controlled sources. This paper is manufactured by an ISO 14001 certified mill.