Engineering Hubs and Spokes

Leading Change: Applying change management approaches to engage students in blended learning

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Overview

• Background
• Student engagement and change
• Change management principles
• Re-engageing and supporting students to change
Background
Hubs and Spokes

Competition

↓

Collaboration
UniSA and ANU
Engineering Hubs and Spokes
UniSA and ANU Collaboration

Engineering Hubs and Spokes
- Undergraduate
- Postgraduate
- Internship program
UniSA and ANU

Engineering Hubs and Spokes
• Undergraduate
• Postgraduate
• Internship program
Undergraduate Hubs and Spokes
Undergraduate Hubs and Spokes

Renewable energy
Manufacturing management
Undergraduate Hubs and Spokes

Manufacturing management
Components of the blend

Student work

Course development

Face 2 Face & Online
Components of the blend

Course development

Student work

Face 2 Face & Online
Components of the blend

1. Face 2 Face & Online
2. Course development
3. Student work
Components of the blend

Student work
Course development
Face to Face & Online
Student engagement and change
Student engagement and change
Engagement is.....

A coming together, a merging, a fusing.

**Engagement points to mutual listening, to reciprocity, to dialogue, but conducted in a willingness to change**

(Barrett, 2003)
Appreciating Change

Way of learning

Process for learning

Place of learning

Time of learning

New content

New people
Student engagement is.....

the ‘time and energy students devote to educationally sound activities inside and outside of the classroom’

(NSSE, 2007, p.3; emphasis added)
In course experiences
1. Level of challenge
2. Active and collaborative learning
3. Student faculty interaction
Whole student experience

Environment that surrounds learners

In course experiences
1. Level of challenge
2. Active and collaborative learning
3. Student faculty interaction

4. Enriching educational experiences
5. Supportive campus environment

Coates, 2006
Using change management principles to re-engage learners for change
Organisational change

Organisation
Unfreezing

organisation
Set the stage
Make the change happen
Make changes stick
Kotter’s 8-stage process

1. Compelling reason to embrace change
2. Guiding Coalition of staff and students who support change
3. Vision and Strategy for direction and motivation
4. Communicate Vision to students – must “walk the talk”
5. Empower students to act by removing perceived barriers
6. Plan for and acknowledge a few short term wins to demonstrate progress
7. Consolidate gains using credibility to encourage more change
8. Integrate into Culture

Leading Change in Learning using Kotter’s Eight-stage Process

Making it stick
Setting the stage
Making it happen


Supporting students to change
The vision

Advanced Collaboration for Excellence
Hubs and Spokes Project

You have been directed to this website because you have enrolled in a Hubs and Spokes engineering course - in other words, a course which is shared between UniSA and ANU. We want you to be well-prepared before you start the course, so we have developed this website so that you can make sure that you are prepared for these special courses ... and so that you can make the most of the Hubs and Spokes 'edge'.

Work through the Hubs and Spokes self-assessment activity by clicking below - this will present many of the elements of typical Hubs and Spokes to you, and you can evaluate your online study skills develop further so that there are any gaps.

Start the Am I ready for a Hubs and Spokes course? Self-assessment

We have also included a Help page, if you have questions once you have actually started your course. Just click on the link below, and then scroll down.

I need help!
Set the stage

Leading Change in Learning using Kotter’s Eight-stage Process

1. Compelling reason to embrace change
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Make it happen

- Self assessment
- Leadership logs
- ePortfolio
Make the change stick

- Recruit mentors
- Celebrate successes
- Collaboration prizes
- Promote Hubs and Spokes courses
Socio-technical aspects
Thank you