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CENTRE FOR WORKFORCE FUTURES

29 OCTOBER 2020 NEWSLETTER



Dear Colleagues,

We are pleased to see Australia doing better in the COVID stakes and join in the celebrations with our Victorian colleagues who are now able to emerge from severe lockdown. Wishing colleagues elsewhere in the world all the best of health and well-being.

We welcome news from members on projects, webinars, media contributions and PhD student outcomes.

Professors Lucy Taksa & Daryll Hull



We hope everyone is coping with the current changes in work and life. We wish those colleagues who are taking voluntary redundancies all the very best for the future. We hope you will continue to engage with us so that we, and particularly our early career researchers, continue to benefit from the extensive knowledge, research expertise and insight borne of years of experience in the academy.

CWF DEVELOPMENTS

• Outcomes of collaboration with SkillsIQ

Following the completion of two Discussion Papers referred to in the last News Update (The Reimagined Personal Care Worker and Pathways and Tertiary Education in Aged Care prepared on behalf of the Aged Services Industry Reference Committee), we held a very successful Webinar Panel discussion on 25 September 2020. The Recording is now available at <https://goto.mq/httpcwfqualagedcare>.

The two Discussions Papers are also available at <https://www.goto.mq.edu.au/cwfpublishations>.

• The Future of Work at Macquarie University Project

This project, being conducted by **Lucy Taksa**, **Jean-Philippe Deranty**, **Yvette Blount** and **Troy Sarina**, has now commenced. In this regard, we are pleased to welcome **Dr Bona Anna**, a Macquarie alumna, as a postdoctoral researcher to work on the project. The team will engage with and seek input from the university community on this extremely significant subject of concern to us all.



• Telehealth during COVID-19 Project

An application has been developed for funding from NSW Health for a research project on telehealth experiences of Migrant/Culturally and Linguistically Diverse and Older Australians and their clinicians. The multi-disciplinary team brings together scholars and clinicians from the Centre, the Macquarie Business School, the Macquarie Faculty of Medicine and Health and Human Sciences, Macquarie Health, the Australian Institute of Health Innovation (AIHI) at Macquarie, Newcastle University's School of Medicine and Public Health and Department of Rural Health, Sydney University's Brain & Mind Centre, and the Garvan Institute of Medical



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Research. Partners include 4 Migrant Resource Centres in metropolitan and regional NSW, two Local Health Districts. Council on the Ageing NSW, the Rural Doctor's Network and SkillsIQ.

Advisory Committees include representatives from various public and private health organisations and health networks, including the Sydney Partnership for Health, Education, Research and Enterprise [SPHERE] and the Australian Health Care & Hospitals Association, the Australian Research Council Centre of Excellence in Population Ageing Research (CEPAR), the Centre for Health Research Illawarra Shoalhaven Population, Wollongong University and scholars of diversity from Brunel University, UK, Montreal University, Quebec and UDD Chile.

• FUTURE OF WORK AND LEADERSHIP FORUM

Future of Work and Leadership Forum was held on 22nd October 2020.

This forum was organised by The Cynefin 21 as part of its twenty-first birthday celebrations. The Cynefin® framework, developed by Dave Snowden, primarily enables sense-making for decision support for complex issues and is widely used globally and in a multitude of contexts. Over the last 21 years, Cynefin® has become known and widely used by a global network of people who understand and work with tools and methods that are specifically designed to make a difference in complex environments whether in the corporate world, social-development or academia.

The Forum included:

Dave Snowden, located in Wales, founder and Chief Scientific Officer of Cognitive Edge and the founder and head of the Cynefin Centre, who pioneered a science-based approach

to organisations drawing on anthropology, neuroscience and complex adaptive systems theory. His paper with Boone on Leadership was the cover article for the Harvard Business Review in November 2007 and also won the Academy of Management award for the best practitioner paper in the same year.

Lucy Taksa, Co-Director of the Centre for Workforce Futures.

Josie Gibson, located in Melbourne, Associate member of the Centre for Workforce Futures, Director of The Catalyst Network, who is a leadership and business coach and an adviser on major projects.

Richard Claydon, located in Hong Kong, consultant, manager, coach, speaker, lecturer who has taught for Macquarie University and who helps organisations prepare for post-industrial and digital work.

The event was moderated by Julie Cunningham, Associate at Complexability with assistance from **Daryll Hull**. A couple of hundred people participated from Europe and Asia.

OTHER NEWS

• 'Transforming our Future' webinar

October 29, 2020, 05:00pm

Speakers include Prof. Eric Knight, Robin Kramar, Russell Lansbury, Glenn O'Rourke - Resetting for a new world of life, work and opportunity.

Registration: The webinar is free and you can register <https://mgsmalumni.zohobackstage.com/THEFUTUREOFTHEWORKPLACE>

• 'Linguistic Diversity in a time of crisis'

Following on from the recently published special issue of Multilingua devoted to "Linguistic Diversity in a time of crisis", we are pleased to announce an online symposium, where contributors to the special issue will discuss language challenges of the COVID-19 pandemic.



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There are two parts:

- Chinese-language session on Friday, Nov 06, 2-4pm Beijing time (=5-7pm AEDT)
- English-language session on Saturday, Nov 07, 3:30-6pm Beijing time (=6:30-9pm AEDT))

Both events will be live-streamed on Bilibili. An overview of the program of the two sessions is available in Mandarin [here](#), and additional information about each session can be found at [Linguistic Diversity in a time of crisis](#) or

危机时期的语言多样性.

The online symposium is convened by **Ingrid Piller** (Macquarie University), **Yongyan Zheng**



(Fudan University) and **Jia Li** (Yunnan University). It is co-hosted by Fudan University, Yunnan University, Hamburg University, and Macquarie University, and funded under the Hamburg-Macquarie-Fudan

Trilateral Partnership Agreement.

You are cordially invited, and please help us share information about this free symposium with your colleagues and students.

• **Asia Pacific Project Studies doctoral colloquium**

Is being organised by the community in Australia for Thursday December 10th, 2020 AEST. Please refer to document attached at the end of the Newsletter.

• **2nd Webinar Series: Reimagining Supply Chains in the Digital Economy**

Access to the Centre supported 2nd Webinar Series “Reimagining Supply Chains in the Digital Economy” recordings can be found at:

- [Coping with disruption through Innovation and Digital Initiatives](#),
- [Supply Chain Cyber Security: Enabling the Next Stage in Cyber Security](#),
- [Restoration and Reconfiguration through Digital and Analytics](#).

RESEARCH ON REFUGEE EMPLOYMENT

We are pleased to share the following information from entre Associate Member, **A/Professor Betina Szkudlarek** (University of Sydney Business School).



• **Overcoming the canvas ceiling - Promoting refugee employment**

As refugees attempt to rebuild their lives in their new home countries, employment constitutes one of the critical steps in their social, cultural and economic integration. Yet, in their quest for work, refugees need to overcome a complex set of barriers that cut across multiple levels (institutional, organizational and individual), preventing refugees from gaining meaningful employment and professional advancement. In this short video, we describe the unique circumstances that refugees face in finding employment and discuss how both businesses and individuals can help improve refugee workforce integration. <https://vimeo.com/467976852>

• **Refugee Employment**

Multimedia resources on refugee employment developed at the University of Sydney Business School. <https://vimeo.com/showcase/refugee-employment>



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FURTHER CWF WEBINARS PLANNED:

- **Past and Future of work and enterprise in the retail sector.**

To be held in November and feature Dr **Matthew**



Bailey, CWF Member (Department of History, Macquarie University) and **Michael Walker**, CWF Honorary Adjunct and Digital Organiser with the



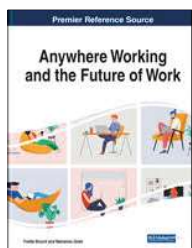
Shop Distributive and Allied Employees' Association (SDA), along with industry representatives.

- **Ethical Procurement, supply chains, human rights and the Aged Care Sector**

Featuring **Ms Meighan Heard**, CWF Associate member and other stakeholders.

CONGRATULATIONS

- Congratulations to CWF Executive Committee Member, **Associate Professor Yvette Blount** and Associate Member, **Marianne Gloet** (University of Melbourne) on the publication of their new book, 'Anywhere Working and the

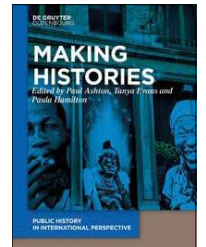


Future of Work'. The collections of essays examine the trends, issues, and limitations that are informing the future of anywhere working, including topics such as, the digital workforce,

mobile technology, and accessibility. See further: <https://lnkd.in/g5FZZb9>

- Congratulations to CWF Across Macquarie member, **Associate Professor Tanya Evans** (Director, Centre for Applied History) and fellow editors, Paul Ashton and Paula Hamilton on the publication of their new book,

'Making Histories', published by De Gruyter in the Public History in International Perspective Series. See further: <https://www.degruyter.com/view/title/547254>.



It was a great pleasure to attend the launch of the book – in person – on 23rd October 2020 in the Roof Garden of the new Faculty of Arts building. This is the first collaborative book produced by the Centre for Applied History in the Faculty of Arts at Macquarie University.

REMINDERS

- **ReWOMEN (Researching Women of Management and Enterprise Network).**

We welcome members to our ReWomen Network (Please see August News Update for details). Our Online Membership Expression of



Interest Form can be found at the bottom of the following page: <https://goto.mq/cwfwomen>

- **“For Work / Against Work: Debates on the centrality of work**

This online repository on the 'centrality of work', managed by Professor Jean-Philippe Deranty, now has 2300 references, across many themes, some of which are relevant to our current concerns about the future of work. See: <https://onwork.edu.au/>. To subscribe see: <https://onwork.substack.com/>



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APPS 2020 Doctoral Colloquium Submission

A doctoral colloquium is being organised by the Asia Pacific Project Studies community in Australia on Thursday December 10th, 2020 AEST. The colloquium will have a morning and an afternoon session to cater to different time zones in Australia and New Zealand.

The colloquium is designed as an intellectually safe meeting for doctoral candidates to reflect upon and explain their research thesis topic in a structured and helpful manner. The format is first submitters send an abstract and (if approved) present a poster presentation explaining the thesis, its genesis, rationale, research approach and summary of findings/progress to date.

The format of the symposium is to comprise two key presentations by experienced and successful academic thesis supervisors with a symposium panel session of PhD supervisory experts. The morning and afternoon candidate presentation sessions will be based on their presentation and discussion of their research work. An abstract of the submission should be sent to Professor Shankar Sankaran at The University of Technology Sydney (UTS) by November 16, 2020. His email address is shankar.sankaran@uts.edu.au

All submissions must be in English language. Submission must be based on original research. We accept either English (UK) or USA spelling is accepted but consistency throughout the paper is required.

Submissions must conform to the ethical standards of the profession, as outlined for example by the *International Journal of Project Management* on their website <http://www.ethics.elsevier.com/index.asp>

Extended abstract submissions for approval should be on A4 paper and formatted as follows:

Titles should be single spaced, Times New Roman, 12 font, bold, centred

Body: Times New Roman, 12 font, normal justified

The extended abstract should include the following

- A brief summary of the research problem;
- The research question or proposition;
- A summary of the research approach/approaches;
- A summary of findings to date;
- A discussion summary of preliminary conclusions;
- A summary of the current stage the candidate in the doctoral journey
- Expected contribution to PM practice and theory.

All submissions to be made as a pdf file attached to an email and sent to shankar.sankaran@uts.edu.au.

Cover page

The extended abstract should have a cover page which lists the paper title, authors, their affiliation, address and email, as well as an indication of the corresponding author.

Reference Panel Style

Text: All citations in the text should refer to:

1. Single author: the author's name (without initials, unless there is ambiguity) and the year of publication;
2. Two authors: both authors' names and the year of publication;
3. Three or more authors: first author's name followed by "et al." and the year of publication.

Citations may be made directly (or parenthetically). Groups of references should be listed first alphabetically, then chronologically.

Examples: "as demonstrated (Allan, 1996a, 1996b, 1999; Allan and Jones, 1995). Kramer et al. (2000) have recently shown"

Reference list: References should be arranged first alphabetically and then further sorted chronologically if necessary. More than one reference from the same author(s) in the same year must be identified by the letters "a", "b", "c", etc., placed after the year of publication.

Examples:

Reference to a journal publication:

Van der Geer, J., Hanraads, J.A.J., Lupton, R.A., 2000. The art of writing a scientific article. *Journal of Scientific Communication*, 163, 51–59.

Reference to a book :

Strunk Jr., W., White, E.B., 1979. *The Elements of Style*, third ed. Macmillan, New York.

Reference to a chapter in an edited book :

Mettam, G.R., Adams, L.B., 1999. How to prepare an electronic version of your article, in: Jones, B.S., Smith, R.Z. (Eds.), *Introduction to the Electronic Age*. E-Publishing Inc., New York, pp. 281–304.

Please ensure that references are complete, i.e. that they include, where relevant, author's name, article or book title, volume and issue number, publisher and location, date and page reference.

It is important that the research is set in the context of current research, and shows that the work is original. Therefore a significant proportion of the citations (typically at least a third) should be refereed papers published in the last five years. However, do also include citations of seminal papers from the past, which form the foundations of the subject.

Web pages are not refereed publications and so citations of them should be used sparingly. After submission, no further changes in layout or content will be possible

Some Guidelines for Posters:

<https://sites.rmit.edu.au/graduateresearcherknowhow/presenting-your-research/poster-development-and-presentation/>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1955747/>

<https://www.uow.edu.au/student/learning-co-op/assessments/academic-posters--poster-presentations/>

<https://www.youtube.com/watch?v=1RwJbhkCA58>