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CENTRE FOR WORKFORCE FUTURES

FEBRUARY 2021 NEWSLETTER



Dear Colleagues,

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

Professors Lucy Taksa & Daryll Hull



Dear colleagues,

The new year has begun with huge demands across the Australian higher education sector. As you no doubt are aware, voluntary redundancies (VR) have been proceeding at Macquarie University in recent months. In this context, two members of the Centre's Executive Committee have left the University's employment, although both remain as Honoraries.

We would like to thank **Professor Norma Harrison** and **Dr Craig Macmillan** for their important contributions to the Executive Committee and to the Centre's research and external engagement activities. We look forward to their continued involvement with the Centre.

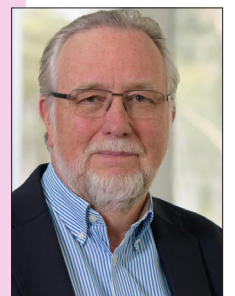
Numerous other members of the Centre from across the university and the Macquarie Business School have also been accepted for

voluntary redundancy, and numerous Associate Members employed at other universities have also left the sector. The loss of so many outstanding scholars is extremely disheartening. We welcome their continued engagement with our Centre.

Our Centre was established in 2011 under the University's Faculty Research Centre policy and under the directorship of **Professor Ray**



Markey. Following Ray's retirement, Professor **Daryll Hull** was appointed acting Director until 2018 when Daryll and I were formally



appointed as co-Directors. After I returned from OSP in 2019, we refreshed the Centre's governance and management structures, mission, vision, objectives and membership structures. Late last year, Daryll and I, together with the Executive Committee, began considering a reorientation of the Centre's structure and membership. The conclusion was reached that communities of practice rather than research pillars would facilitate greater interchange between thematic areas and offer



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increased opportunities for involvement from Associate members, particularly those outside of academia. We are planning to proceed with this reorientation shortly.

Please feel free to contact us with any feedback or suggestions through the Centre's generic email address: mqbs-cwf@mq.edu.au.

CONGRATULATIONS

- » Member of the CWF Executive Committee, **Professor Ingrid Pillar**, has been appointed to the ARC College of Experts. We wish her all the best with the assessment process and workload.



- » Associate Member of the CWF, **Dr Chantel Carr**, was successful in receiving an ARC DECRA at University of Wollongong for a project entitled: 'Locating the household in post-carbon regional economies'. This project will examine the capacity of coal workers and their families to mediate and plan, at the household level, for the challenges associated with the economy's transition out of carbon-intensive industries. The project uniquely situates workers within the context of the household unit to reframe how work and the future are made sense of beyond the workplace. We wish her all the best with the project.



EXISTING, NEW AND DEVELOPING PROJECTS

- **Current Australian Research Council (ARC) funded projects are continuing: These projects include:**
 - » Linkage Grant LP190100900 2020-2022 (\$150,000): 'History, heritage and environmental change in a deindustrialised landscape'. Project Team: **Tanya Evans, Lucy Taksa, (CWF), Shawn Ross, Susan Lupack, Penelope Crook;** Partner Investigators: Professor Steven High (Concordia University Canada), Ms Fiona Leslie (MTS HERITAGE), **Dr Rebecca Parkes** (Lantern Heritage Pty Ltd) Blue Mountains World Heritage Institute Ltd, National Parks & Wildlife Service.
 - » Discovery Grant DP200100633 2020-2022 (\$376,874.00): 'Continuity and change in the Australian industrial landscape'. Project Team: **Chris Gibson (UOW); Lucy Taksa (CWF); Chantel Carr and Andrew Warren (UOW); Steven High** (Concordia University Canada).
 - » Discovery Grant DP190102778 2019-21 (\$478,000.00) 'Demographic and social dimensions of migrant ageing and wellbeing in Australia'. CIs **Fei Guo, Lucy Taksa, Zhiming Cheng, Massimiliano Tani** and Partner Investigators: **Lihua Liu** (University of Southern California) and **Klaus Zimmermann** (Global Labor Organisation).
 - » Discovery Early Career Researcher Award Grant DE190100423 2019-22 (\$396,828.00) 'Gendered Enterprise: A History of Australian Businesswomen in Small Business since 1880'. CI **Catherine Bishop** and Mentor **Lucy Taksa**.
- **Other projects:**
 - » The Future of Work @ Macquarie University project commissioned by Macquarie University as part of its Operating Plan and 'Ways of Working' area of focus applied for and obtained Ethics approval (Reference No:



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52020925224143) on 22 December 2020. The project consists of several dimensions: (i) a literature review; (ii) a Staff Ideas Generation Process; (iii) Focus Groups; (iv) Report, including recommendations and scholarly publications.

The research team is being led by **Professor Lucy Taksa** (Director, Centre for Workforce Futures), **Professor Jean-Philippe Deranty** (Philosophy Department and Deputy Director, Centre for Workforce Futures) and Centre members, **Associate Professor Yvette Blount**, **Dr Troy Sarina** and **Dr Bona Anna**, postdoctoral research fellow engaged for the project.

News of the project was distributed through the University's This Week newsletter. For further details see <https://www.mq.edu.au/thisweek/2021/02/01/be-part-of-the-future-of-work-macquarie-university-research-study/>. Further details are also available on the Centre's Website: <https://www.mq.edu.au/research/research-centres-groups-and-facilities/prosperous-economies/centres/centre-for-workforce-futures>.

- » 'The ageing demographic of the Australian workforce: prevention of work health and safety harm'

The Centre was invited by the Sax Institute to collaborate on an EOI submission called for by the NSW Government's Centre for Workplace Health and Safety to conduct a project on 'The ageing demographic of the Australian workforce: prevention of work health and safety harm'. An EOI was submitted on 28 January, the team from CWF consisting of **Professors Lucy Taksa and Fei Guo** with **Dr Roger Engel** from the MQ Department of Chiropractic, now in the Faculty of Medicine and Health and Human Sciences with several Sax Institute researchers.

- » Future Ports 2050 Consortium (established in 2019): Being led by **Professor Daryll Hull**. A PhD scholarship (\$100k) received from the Port of Newcastle and EOIs to join the Consortium received from various ports around Australia, including Port of Geraldton, and the Great Southern Ports (Esperance, Albany, Bunbury).
- » 'Networks of knowledge and influence: Interlocking directorships in Australian corporations over 100 years. **Dr Claire Wright**, Macquarie University Research Fellowship.
- » Australian women in corporate leadership 1910–2020. Project developed for a grant application by **Dr Claire Wright**.
- » Department Stores, Shoppers, and Consumer Capitalism, encompassing the post War period to 2025. Project developed for a grant application by: **Dr Matthew Bailey** (CWF member in the MQ Dept of History and Archaeology, Arts Faculty) and **Dr Catherine Bishop** (CWF member, ARC DECRA awardee) with Prof Robert Crawford at RMIT University.
- » Corporate Women's Networks in Australia and Chile. Commenced in 2020 with an Australia APEC Fellowship. Research Team: **Professors Lucy Taksa and Erica Salvaj** and **Dr Claire Wright**.



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UPDATES

- » The Onwork Repository led by **Professor Jean-Philip Deranty** now includes over 3000 entries. See further: <https://onwork.edu.au/>
- » The ReWomen Network (led by **Jennifer Aston, Catherine Bishop** and **Lucy Taksa**) held its first virtual event held on 14 December 2020, combined with book launch of *Female Entrepreneurs in the Long Nineteenth Century: A Global Perspective*. The first chapter is available via Open Access here which explains how more than 20 historians from across the world came together in Spring 2019 at Northumbria University for a writing workshop that produced the first book to move beyond existing European and trans-Atlantic frameworks and considered nineteenth-century businesswomen from a global perspective. The meeting also explored the operations and orientation of the Network and it was agreed to set up a mentoring scheme. The Network now has over 60 members from over from 13 countries, researching an incredibly diverse range of topics between the 18th and 21st centuries, who are from all career stages. The convenors are now investigating grant funding to support the Network and collaborative projects. The ReWomen Online Membership Expression of Interest Form can be found at the bottom of the following page: <https://www.mq.edu.au/research/research-centres-groups-and-facilities/prosperous-economies/centres/centre-for-workforce-futures/our-research/rewomen>

RESEARCH TRAINING

- The Centre is pleased to welcome 3 new HDR students:
 - » **Adrian Sammons**, PhD student who was accepted for the Port of Newcastle funded PhD Scholarship supervised by **Lucy Taksa** (Principal) and **Yvette Blount** (Associate).
 - » **Sarah Barron** who was accepted for an MRES scholarship associated with ARC Linkage Project LP190100900 'History, heritage and environmental change in a deindustrialised landscape' (details outlined above) being supervised by **Lucy Taksa** (Principal) and **Tanya Evans** (Associate).
 - » **Katrina Buchanan**, who was accepted for an MRES scholarship associated with ARC Discovery Project DP200100633 'Continuity and change in the Australian industrial landscape' focused on Port Kembla (details outlined above) being supervised by **Lucy Taksa** (Principal) and **Andrew Warren** (Associate).
- PhD submissions:
 - » The Centre is pleased to hear that **Professor Ingrid Pillar's** PhD student, **Pia Tenedero**, has submitted her PhD thesis for examination. Title: Communication that counts: a sociolinguistic ethnography of globalized accounting work.
- NB: of interest to HDR candidates and ECRs in any field, Pia has published a blogpost on her submission day about "10 secrets to surviving your PhD". See <https://www.languageonthemove.com/10-secrets-to-surviving-your-phd/>.



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UPCOMING EVENTS

- **Webinar invitation: ‘Activist Research: Excellence, Impact and Engagement in Neo-Liberal Business Schools’, 16 Feb. 2021. 5 - 6pm, Melbourne, Australia Time.**

Speaker: Management & Industrial Relations
Professor Peter Turnbull, the University of Bristol, UK.

Discussant: Professor Susan Ainsworth.

Hosts: **Professors Greg Bamber, Helen De Cieri** and **Peter Gahan** from the International Consortium for Research on Employment and Work (iCREW), the Department of Management at Monash Business School, and the Department of Management and Marketing, University of Melbourne.

REGISTRATION:

https://www.monash.edu/business/events/activist-research-excellence-impact-and-engagement-in-neo-liberal-business-schools?utm_campaign=CGB_iCREW_webinar_launch_EDM_BUS&utm_source=mcloud&utm_medium=email&utm_content=54203_category_2_CGB_iCREW_webinar_launch_EDM_register_button

OVERVIEW: Why is the impact and engagement agenda increasingly important in business schools and other elements of universities? What is the ‘rigor-relevance’ gap in IR/HR and management research? Such long-standing controversies are variously attributed to a lack of incentives and the unwillingness – or perhaps the inability – of many academic researchers to ‘translate’ their insights for practitioners.

- **Panel Discussion: ‘The Power of Place: Re-thinking places, space and communities’.**

Thursday 18 Feb 3.45-4.30pm AEDT

Host: Venture Café Sydney, Macquarie Business Park

Panel Participants:

Cheryl Mack, National Head of Community at Stone & Chalk (fintech innovation hub)

Sidi Gomes, Director of Architecture and Design at CIC (Cambridge Innovation Center)

Lucy Taksa, Director at Centre for Workforce Futures, Macquarie Business School

Peter Stansfield, Co-Founder at CONVENiO

REGISTRATION: <https://lnkd.in/gNbFNbt>

OVERVIEW: Hybrid worlds are an inevitable part of our future. So, can we keep our workforce engaged in both realms? What are the impacts of empty office space? and how can we maintain a sense of community and shared value online? This hybrid-delivered discussion will explore the economic, social and technological challenges and opportunities in merging the physical and online worlds in this new frontier of people and place as well as workforce futures in relation to organisational and cultural change and WHS in a post-covid world.

- **Workshop: “How do novice leaders cope with transformational anxiety?”**

Speaker/Facilitator: **Associate Professor Steven Segal**, PhD

Friday, February 26, 2021 - 08:00 - 10:00 HKT (Hong Kong); 11:00 - 13:30 AEST (Sydney); 00:00 - 02:00 GMT (London); 01:00 - 03:00 CET (Amsterdam); 16:00 - 18:00 PDT (Los Angeles, Thursday); 19:00 - 21:00 EDT (New York/Ottawa, Thursday).

REGISTRATION: <https://www.eqlab.co/sessions/dd81-how-do-novice-leaders-cope-with-transformational-anxiety>

Overview: This event will explore what Linda Hill calls the “profound transformation” novice leaders undergo when they stop being an expert to become a leader of experts. The world of



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experts and the world of leaders of experts are vastly different. Each world has its own “mindset” - a network of beliefs, moods, values, modes of attunement, ways of behaving and ways of thinking. The transition from one to the other isn’t incremental. It requires a qualitative leap.

Soren Kierkegaard describes the leap in *The Concept of Anxiety*. It occurs at the limits of logic and understanding. The novice leader can no longer hold on to the old world but has not yet inhabited the new world of being a leader. This generates existential anxiety

This session will: explore the Kierkegaardian idea of a qualitative leap; examine the anxiety experienced in between letting go of the old but not yet inhabiting the new role; discuss the need to be resolute in leaping; understand how the leap creates a new way of being in a role.



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CONTACT:

Lynne Cousins
T: +61 (2) 9850 7732
E: lynne.cousins@mq.edu.au

W: <https://goto.mq/cwfnewsevents>