

WORK-APPLIED LEARNING *for Change* CONFERENCE

A Conference jointly organised by the Global Centre for
Work Applied Learning and Australian Institute of Business

MONDAY 10 – TUESDAY 11 NOVEMBER 2014 HILTON ADELAIDE | ADELAIDE, AUSTRALIA

global centre *for*
work-applied learning

LINKING INDUSTRY, RESEARCH AND EDUCATION



AUSTRALIAN
INSTITUTE
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CONFERENCE THEME

This conference on Work-Applied Learning (WAL) for Change shows how Work-Based Learning (WBL) and WAL result in individual and team learning, including organisational learning and change. The conference also shows the linkage between industry, research and education.

This conference will bring together leading practitioners and scholars who will demonstrate the value of learning and application for change in organisations.

CONFERENCE PARTICIPANTS

Senior Managers and their teams will benefit greatly from this conference as it will show them how to empower their managers and leaders to learn, apply and introduce change in their workplace, with the option of undertaking studies leading to undergraduate and postgraduate qualifications. Academics involved in Change Management and Work-Based Learning or Work-Integrated Learning would also find this conference useful. The maximum number of participants will be restricted to about 150.

CONFERENCE PROCESS

As the conference will involve presentations and reflections, its design provides an opportunity for participants to reflect on their own practices and organisational projects in the context of the concepts and real life examples presented.

CONFERENCE ORGANISERS

global centre *for* work-applied learning

The **Global Centre for Work-Applied Learning** aims to bring together practitioners, scholars and organisations committed to Work-Applied Learning (WAL) and related areas in Australia and around the world. These collaborations result in industry based projects, research and recognition of prior learning qualification pathways, all of which will contribute to knowledge and the practice of WAL globally.



**AUSTRALIAN
INSTITUTE
of BUSINESS**

The **Australian Institute of Business** is a 25 year old Business School offering degrees and undertaking research in business and management nationally and globally. AIB was the first and still is the only private institution in Australia to be Government approved to confer the full suite of business and management degrees from BBA to PhD. The institute is led by highly qualified and experienced academics and practitioners who are determined to maintain close links between business theories and cutting edge business practices. AIB is 'The Practical Business School', committed to delivering programmes which are work-applied, accelerated, accessible, affordable and fully accredited.

CONFERENCE SUPPORTERS



Middlesex University's pioneering Institute for Work Based Learning provides research and strategic development of work-based

learning across the university. In addition, the Institute partners directly with individual learners and organisations to create bespoke programmes from certificate through to doctorate level. Learning is focused on workplace activities and is aimed at extending workplace skills and the abilities of employees.



Action Learning, Action Research Association Inc (ALARA) was formed in 1991 (as Action Learning Action Research and Process Management Association). ALARA established itself as

the world's earliest action research professional association. It was the first to mount World Congresses for this field, bringing together theorists and practitioners with novices, innovators and managers. Renamed ALARA in 2007, the association has now held 8 World Congresses in Australian and International settings, 20 Australasian conferences, and local workshops and seminars for members and their networks.

SPEAKERS



EMERITUS PROFESSOR SELVA ABRAHAM

Professor Abraham is the founder Chairman of the Australian Institute of Business (AIB) and also the Chairman of Global Centre for Work Applied Learning (GCWAL).

Over the last 40 years, his focus has been on Work-Based Learning, which he has extended into the concept of Work-Applied Learning (WAL) for change. For the last 17 years, he has been very involved with AIB and the research team in working on Work Applied research projects. AIB offers qualifications from Bachelor to PhD – all grounded in WAL and WBL using the research methods of Action Research, Action Learning, Case Research and Reflective Practice.



EMERITUS PROFESSOR JONATHAN GARNETT

Professor Jonathan Garnett is the Director of the Institute for Work Based Learning and Professor of Work Based Knowledge at Middlesex University. Jonathan has twenty-one years' experience at the leading edge of the development and operation of Work Based Learning partnerships at higher education level (Certificate to Doctorate) and has worked with public, private and third sector organisations in the UK and internationally.

His current research interests include the development of higher education practice and structures to support employer responsive provision and the use of Work Based Learning to enhance the intellectual capital of employers.



DR RUTH HELYER

Dr Ruth Helyer is Head of Workforce Development (Research & Policy) at Teesside University and a National Teaching Fellow of the Higher Education Academy. Actively developing the work-based learning agenda since the early 2000s, she has become a nationally acknowledged expert in this area, involved in the development of numerous working students and their companies.

As the Programme Leader for the innovative Negotiated Learning Scheme at Teesside University she championed work-based learning, resulting in the University becoming one of the forerunners in the UK sector in business engagement activities. Ruth is widely published in Work-Based Learning.



PROFESSOR CAROL COSTLEY

Carol Costley is a Professor of Work Based Learning (WBL) and Head of Research and Research Degrees at the Institute for Work Based Learning, Middlesex University. She has a particular interest in Professional Doctorates and has written about the development of WBL as a field of study, especially multi and trans-disciplinarity, diversity, pedagogy, ethics and practitioner-researcher issues. She works internationally as a researcher and in the development of WBL and doctorate programmes of study.



JOSEPH KHAN

Joseph Ishmael Khan MBA, Fellow AAPM, an Independent Project Management Consultant over the last 17 years, is also presently a Director on the Board of Evolving Technology Limited (eTeck), a state owned enterprise in Trinidad and Tobago and a Director on the Board of PLA Consultancy Services Limited, a privately owned global management consulting firm.



PARAM ABRAHAM

Param, a lawyer by training and a chartered secretary, has been involved in accreditation and quality assurance for the Australian Institute of Business during 4 re-accreditation cycles. She is currently the Executive Director, Quality at AIB. She is working closely with the Senior Executives of AIB in the preparations for the next AIB accreditation in 2015/16. She is also undertaking research in the use of the WAL model in the context of AIB.



EPIC VALLEY HOLDINGS GROUP SENIOR MANAGERS

The Six Senior Managers were involved in a Work-Applied Facilitative Development Programme in their organisation Epic Valley Holdings Group, with the support and commitment of the Chairman of the Company Tan Sri Fng Ah Seng. The Senior Managers are (L – R) : Ms Mah Cheng Cheng, Mr Tang Wai Loong, Mr Khoo Beng Yeow, Ms Cheah Soon Heang, Ms Sally Khaw Su-Li and Ms Fng Meow Cheng.

DAY 1 - WORK-APPLIED LEARNING FOR CHANGE CONFERENCE 2014

TIME	TOPIC	PRESENTER	PRESENTATIONS AND REFLECTIONS
09:00–09:30	WELCOME	GUEST OF HONOUR	OPENING SPEECH
09:30–10:30	The Linkage between Work-Applied Learning and Work-Based Learning and Higher Education Qualifications	EMERITUS PROFESSOR SELVA ABRAHAM AND EMERITUS PROFESSOR JONATHAN GARNETT	Emeritus Professor Selva Abraham will reflect on the Work-Applied Learning for Change Model and Process using Action Research (AR) and Action Learning (AL) in an organisational setting. Emeritus Professor Jonathan Garnett will build on Professor Abraham's presentation by discussing the features, concepts and practices of Work-Based Learning and its linkage to postgraduate qualifications.
10:30–11:00	BREAK		
11:00–12:30	The impact of work-based research projects	PROFESSOR CAROL COSTLEY	<p>At postgraduate and doctorate level the work-based project can often make an impact on the work context and also have a developmental effect on the practitioner-researcher who undertakes the project.</p> <p>The practitioner-researchers are engaged in solving highly contextualised problems and seek to do this to develop their practice at work supported by high level university learning and teaching. The work-based project at postgraduate and doctoral level in work-based and professional studies awards is an investment that companies have made that yields tangible business success as well as providing an incentive for key staff to remain and get University recognition. The presentation will include case examples and a summary of the HEA study.</p>
12:30–13:30	LUNCH		
13:30–15:00	Recognition of Learning from Experience: RPL Opportunities and Challenges	EMERITUS PROFESSOR JONATHAN GARNETT	<p>RPL stands for the recognition of prior learning and is a process by which both certificated courses and experiential and uncertificated learning are given academic recognition. In the UK the recognition of learning from experience has been seen as an important way of recognizing lifelong learning and enhancing social inclusion by providing access to academic and vocational qualifications for those who might otherwise be excluded by lack of formal qualifications or the demands of work.</p> <p>This presentation draws from the long-standing experiences of Middlesex University and the new development of RPL at AIB in order to identify and explore some key challenges and opportunities raised by the recognition of learning from experience.</p>
15:00–15:30	BREAK		
15:30–17:00	Developing and implementing a project management development programme using the Work-Applied Action Research (AR) Action Learning (AL) approach	JOSEPH KHAN	<p>In this presentation Joseph provides an insight into the extensive work done in the development and implementation of a project management development programme using a Work-Applied Action Research (AR) Action Learning (AL) process for project management practitioners in Trinidad and Tobago.</p> <p>As part of his presentation Joseph will reflect upon the key learnings, issues and problems during the various major and minor cycles of his work-applied approach. He will also share his insights into the respective roles he played as a Work-Applied facilitative tutor and facilitative trainer.</p>

DAY 2 - WORK-APPLIED LEARNING FOR CHANGE CONFERENCE 2014

TIME	TOPIC	PRESENTER	PRESENTATIONS AND REFLECTIONS
09:00–10:30	Learning through Reflection: The Critical Role of Reflection in Work-Based Learning	DR RUTH HELYER	<p>Reflection is associated with 'looking back' and examining the past in order to learn from what happened and perhaps not repeat mistakes.</p> <p>If used effectively and purposefully, reflection facilitates ongoing personal and professional learning, developing and creating practitioners capable of demonstrating their progression towards learning outcomes and required standards, whilst also providing a structure in which to make sense of their learning, so concepts and theories become embedded in practice, whilst constant thought and innovation are simultaneously fostered.</p> <p>Ruth will share her knowledge and experiences in this area.</p>
10:30–11:00	BREAK		
11:00–12:30	Reflecting on the Project, Process and Learning Outcomes of a Facilitative Leadership Programme in a large Construction Company	EPIC VALLEY HOLDINGS GROUP SENIOR MANAGERS	<p>Epic Valley Holdings Group (EVHG) is a leading housing developer and contractor in the Peninsula of Malaysia that was established in 1997 by the CEO, Tan Sri Fng Ah Seng.</p> <p>The Senior Managers of the organisation went through a Work-Applied Facilitative Leadership programme that focused on the implementation of a number of work-based projects using a facilitative leadership approach. The aim was to sustain recent business growth at EVHG.</p> <p>The Senior Managers will reflect on their projects as well as their learning and development as facilitative leaders and share how they currently use the Work-Applied Learning Process in EVHG.</p>
12:30–13:30	LUNCH		
13:30–15:00	Implementing a Work-Applied Learning Quality Accreditation Model for Private Higher Education Institutions – Issues and Challenges	PARAM ABRAHAM	<p>Param has developed and is implementing a Work-Applied Quality and Accreditation Model using an Action Research and Action Learning approach. The model is divided into three tranches, the Registration Tranche, the Curriculum Accreditation Tranche and the Continuous Improvement Tranche.</p> <p>Whilst Param will discuss the model in general with the emphasis on the Registration Tranche, Professor Angele Cavaye, the Academic Director of AIB and Chair of the Curriculum Accreditation Committee will address the Curriculum Accreditation Tranche and Dr Ashok Chanda, the Human Resource Director of AIB, will present the Continuous Improvement process.</p>
15:00–15:30	BREAK		
15:30–17:00	Plenary Session		The plenary session will provide an opportunity for the participants to raise with the speakers any issues they may have relating to WBL and WAL.
17:00–17:30	CLOSING ADDRESS		

REGISTRATION INFORMATION

FEES

Standard Registration
AUD \$925.00 (ex GST)

Group Registration (8 or more)
AUD \$825.00 (ex. GST)

Alumni or AIB Student Registration
10% Discount on the above prices
Fees stated are in Australian Dollars.
GST is void for International Delegates.

REGISTRATION INCLUSIONS

Registration fees include attendance at conference sessions over the two days, arrival tea/coffee, morning and afternoon teas and lunches, a name badge, and a conference program pack.

HOW TO REGISTER

Please email your full name and email address to conference@aib.edu.au

CANCELLATION POLICY

By completing and submitting the registration form, you are indicating your intention to attend the conference and you will be liable for a cancellation fee if you are unable to attend.

Registration cancellations must be sent in writing (mail, fax or email), to AIB. Registration cancellations received less than 21 days prior to the conference will not be refunded; however, a substitute delegate may be nominated.

VENUE

HILTON HOTEL ADELAIDE

Hilton Adelaide is perfectly located, overlooking Victoria Square and a stone's throw from Adelaide's shopping, dining, theatre and business precincts.

The hotel is adjacent to the Central Market and Chinatown and around the corner to Gouger Street, Adelaide's largest restaurant and café precinct. At the hotel's doorstep is the Adelaide tram taking you directly to seaside Glenelg or along North Terrace to the Adelaide Casino, Convention Centre and Entertainment Centre.

ACCOMMODATION

HILTON HOTEL ADELAIDE

233 Victoria Square, Adelaide
Phone: +61 8 8217 2000
Website: www.adelaide.hilton.com

ALTERNATE HOTELS LOCATED NEARBY

ADINA APARTMENTS HOTEL ADELAIDE TREASURY

2 Flinders Street, Adelaide
Phone: +61 8 8112 0000
Website: <http://www.tfehotels.com/brands/adina-apartment-hotels/adina-apartment-hotel-adelaide-treasury>

QUEST ON KING WILLIAM

82 King William Street, Adelaide
Phone: +61 8 8217 5000
Website: www.questapartments.com.au

QUEST ON FRANKLIN

74 Franklin Street, Adelaide
Phone: +61 8 8113 7500
Website: www.questapartments.com.au

GENERAL INFORMATION

TRAVEL

Delegates travelling to Australia from overseas must check whether they require a visa. This should be done as soon as possible because it does take some time for visas to be granted. You may visit the website of the Australian Embassy in your country for more information. Details of your Australian Embassy are available at: www.dfat.gov.au/missions/

Should you require an invitation letter for your visa application, please ensure you complete the relevant information when registering.

AIRPORT TRANSFERS

Skylink Airport Shuttle

The shuttle specialises in providing a regular, scheduled bus service between Adelaide Airport and the Adelaide CBD. There are set-downs and pick-ups from most major city hotels. The shuttle service operates every day of the year, except Christmas Day.

For more information, please visit: www.skylinkadelaide.com

LOCAL TRANSPORT

A taxi from Adelaide Airport to the CBD is approximately \$25.00

Adelaide Independent Taxis – 132 211

Suburban Taxis – 131 008

Yellow Taxis – 132 227

ADELAIDE CITY

Australia's most liveable city, Adelaide is easy to get around. The city rises from the middle of a tree-covered plain, between rolling hills to the east and beaches to the west.

With a population of slightly more than one million, Adelaide is the '20 minute city'. The airport is only seven kilometres from Adelaide city. The Adelaide Hills and major beaches are less than half an hour away by car. That's what we call liveable!

TEMPERATURE

For the month of November, Adelaide's mean average daily temperature is 21°C, the average daily minimum is 9°C.

DRESS STANDARDS

Business attire clothing is suggested for the conference sessions.

NAME BADGES

All registrants will be issued with a name badge at registration. Admittance to all sessions will require presentation of your badge.



CONTACT US

For further information on the conference,
please contact the Conference Coordinator:

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