

Work and Organisational Resilience Centre/ Griffith University Post Graduate Student Association

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WORC: **Work and Organisational Resilience Centre**

- WORC is a Griffith University initiative designed as a consultancy to provide organisational psychology services to industry
- Primary aim is to undertake projects that provide postgraduate students placement opportunities to achieve competencies required for full psychologist registration



WORC – Services include

- Coaching
- Selection & Recruitment
- Facilitation Stress & Wellbeing Management for Employees
- Performance Management
- Training & Education Workshops
- Rehabilitation Assessment
- Human Factors, Assessment Interventions
- Intervention Implementation & Evaluation



A History of Collaboration

- First commencing in 2017, GUPSA and WORC partnered to develop and provide workshops to postgraduate students
- Workshops were intended to provide coping strategies and skills for students to utilise in order to thrive in the postgraduate environment
- Since its inception, facilitators have provided more than 30 workshops.
- In 2019 alone, 10 workshops have been delivered to students



Workshop Development

- Content of workshops is developed by multiple teams of students since project inception, evolving over time.
- Content tailored to GUPSA requirements as a result of identified gaps or students seeking knowledge and capability
- Each year, new student consultants have the chance to handover with the previous students, gaining their collective insight, learnings, and feedback from the year.



What Students Receive

- At their core, the workshops provide soft-skills for postgraduate success.
- Workshops have been built around this theme, whether it be focused on mental health or communicating with supervisors, the workshops provide support for the challenges of post-graduate life



This Year

- In 2019, WORC and GUPSA have continuously refined workshops, placing an emphasis on skill-practice and engagement with students
- Workshops have been expanded, and hundreds of students have registered to attend:
 - Public Speaking and Presentation
 - Effective Communication and Feedback
 - Coping with Stress
 - Resilience: Thriving in the Face of Adversity
 - The Power of Influence

Topics

- Public Speaking and Presentation
 - T1 attendance: 16
 - T2 attendance: 27
- Effective Communication and Feedback
 - T1 attendance: 4
 - T2 attendance: 12
- Coping with Stress
 - T1 attendance: 3
 - T2 attendance: 4
- Resilience: Thriving in the Face of Adversity
 - T1 attendance: 4
 - T2 attendance: 11
- The Power of Influence
 - T1 attendance: 3
 - T2 attendance: 10



Student Positive Feedback

- Public Speaking

"Engaged and encouraged audience to speak up and get rid of their fears and anxieties."

- Resilience

"This was a good workshop that gave ideas on how to handle situations. Keep going, thank you."

- Stress

"Continue workshops, especially for new students."

- Communication and Feedback

"Understanding how to give and receive feedback was helpful!"

- Influence

"Very well delivered. Liked the intro to different theories and techniques."



Collaboration into the Future

- In only two years the workshops between GUPSA and WORC have expanded significantly, providing services students ask for and providing them with skills they can use.
- Since it's inception, the workshops have proven so effective that Griffith University's Student Representative Council (SRC) have engaged WORC to provide skills-based workshops to undergraduates, on topics like Stress and Resilience, Time Management, and Public Speaking.
- WORC also provided similar workshops on stress and communication during Skills Week for Higher Degree Research candidates.

THANK YOU