

# Firm but Fair with a flair for Fun

Leadership ingredients essential for success in a  
changing workplace

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University of  
South Australia

# Management



# Leadership



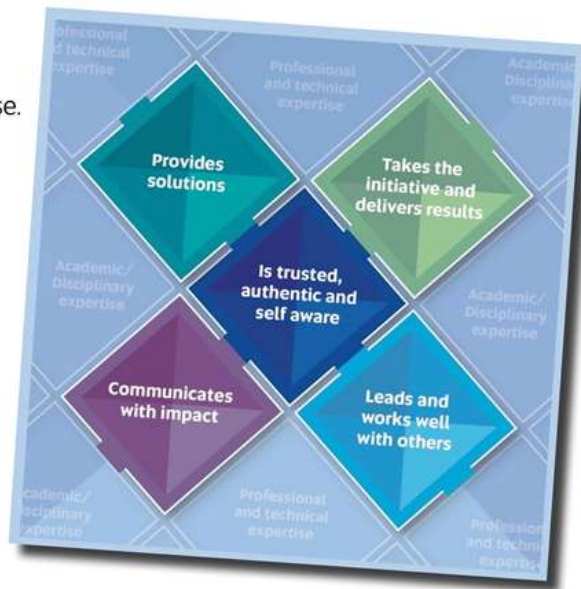
# Core Attributes of UniSA Staff

Our strategic intent is to differentiate UniSA as a true University of Enterprise.

To help achieve this ambition, the University has identified a **unique set of core behavioural attributes** to guide our development as an enterprising workforce and culture.

To exemplify the essence and culture of an enterprise workforce, we aspire that each of our staff will:

- Be trusted, authentic and self-aware
- Take the initiative and deliver results
- Provide solutions
- Communicate with impact
- Lead and work well with others.



# Leadership ingredients



1. Encouragement - allow employees to test ideas
2. Teams that last – removing silos, collaborative work
- 3. Open and honest communication –share whatever is possible**
- 4. Be authentic – approachable and engaged**
- 5. Build in spontaneous fun – along with some structured activities.**



# Fair and Fun Leadership



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# FAIR – Team Work Allocation



- Tasks & responsibilities
- Tasks for review
- Academic Services Meetings
- Leave and cover
- Professional Development
- Team Leader meetings





## FAIR – Event Management

# FAIR – Effective Communication



- Communication in a changing environment
- Uncertainty and how to communicate effectively - ‘What’ and ‘Why’
- Open and honest communication - share as much as possible





# FUN

- Wellbeing events
- Team lunches
- Birthday celebrations
- Morning and afternoon teas
- Friday socials after work
- Team culture



**Happy Birthday Janet!**



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