



**Southern
Cross
University**

Outstanding People

Be great. Love what you do.

Focus on wellness



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Focus on Wellness

Context

The 2023 People and Culture Strategy: Focus on wellness

Aligned to

SCU Purpose, Strategy and Values

A part of

The SCU strategic priority: Outstanding People



Our purpose

Changing lives through revolutionary learning and research with real impact

Our values

We strive for excellence.

We apply the highest standards.

We're always seeking to be at our best.

We are bold.

We're ambitious.

We're dynamic.

We make bold decisions.

We care.

We care for our people.

We champion our communities.

We respect our planet.

We own it.

When we commit, we keep our word.

When we fail, we learn.

We build trust through action.

We tell the truth.

We do what's right.

SCU strategic priorities

How we will achieve our purpose.

These initiatives form our 'living strategy'.

We will continue to prioritise, develop and stop initiatives to ensure we achieve our purpose in the face of everchanging disruption.

Education & student experience

Create outstanding student outcomes through our revolutionary Southern Cross Model and a seamless student journey

Research & impact

Deliver transformative research that makes a real impact locally, regionally and globally

Engaged communities & partners

Engage with our alumni, partners, and communities across all that we do to harness collaboration

Outstanding people

Invest in the development of our people, empowering them to live our values

Financial security

Consistently deliver financial results that enable us to sustainably invest for excellence and growth

Digital transformation

Transform our digital and analytics capabilities to deliver outstanding digital experiences

Campus reimaged

Invest in modern, flexible spaces that promote collaboration, community, and environmental sustainability

Outstanding People | Strategic Priority

Objectives

Enable a high-performing and engaged workforce.
Position SCU as an employer of choice.

Key Initiatives

- Embed SCU purpose and values across the organisation to create a high-performing culture.
- Invest in capability and career pathways for all staff.
- Deliver an engaged workforce that is focused on what matters by removing bureaucratic processes.

Outstanding People | Strategic Priority

Focus on Wellness

A response to 2022 Wellness Survey themes

Inspiring Careers

Invest in professional development

Promote recognition and celebrate team achievements

Values-Based Capabilities

Strengthen leadership development and safety.

Well at Work

Create and promote wellness programs

Establish People and Culture communities of practice.

Trusted People Partners

Improve positive communication and feedback



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Focus on Wellness - Inspiring Careers

Invest in Professional Development Programs

People thrive when they participate in growth opportunities, and actively create positive and productive ways of being, and achieving together.

Key Initiatives

- SCU Bootcamp: Optimism and Resilience Program
- SCU Bootcamp: Promoting a Constructive Culture
- LinkedIn Learning: Access to online pathways to improve skills and capability across a broad range of wellness areas such as mental health, resilience and wellbeing
- SCU development and study support programs:
 - Special Studies Program
 - SCU Study Assistance Program
 - SCU Professional Staff Career Development Program
 - SCU Professional Staff Scholarship
 - SCU Bold Innovation Project



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Focus on Wellness - Inspiring Careers

Promote Recognition and Celebrate Team Achievements

Create and refresh staff recognition initiatives to celebrate and promote the achievements and contributions people make through their work at SCU.

Key Initiatives

- SCU recognition events
 - Employment Service awards, Exceptional Community Service awards, Teaching awards, Research awards
 - Regular staff and/or team achievements called out in “Southern Cross Matters”
- Work Unit recognition and celebration events
 - To formally and informally acknowledge people’s contributions during key moments and the whole employee lifecycle at SCU



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Focus on Wellness – Values-Based Capability Strengthen Leadership Development

Skilled and motivated leaders enable people to grow and flourish in their roles, and create the conditions for everyone to work in a safe and supportive environment.

Key Initiatives

- SCU Leadership Programs
 - Leading Remote and Hybrid Working Teams
- Safety Leadership program for SCU Leaders
- IMPACT Academic Leadership Program
- Elements of Leading @ SCU
 - Foundational leadership program including Respectful Workplace and heightened focus on safety leadership and managing employee workplace wellbeing



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Focus on Wellness - Well at Work

Establish People and Culture communities of practice / Social Learning Circles

Local leaders and teams are in the strongest position to understand the nuanced opportunities to improve and support team experiences, performance and culture.

Key Initiatives

- Introduce People and Culture communities of practice within each Faculty and Work Unit.
 - Define purpose, scope, structure and support available
 - Create a regular cadence of local meetings
 - Facilitated quarterly all-in People and Culture forums across SCU
 - Centralise ways to share, support and learn from local People and Culture communities of practice



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Focus on Wellness - Well at Work

Create and Promote Wellness Programs

People can better respond to challenges when they have easy access to resources, connections, programs and benefits that support their needs at work.

Key Initiatives

- SCU Health and Wellness website providing online resources
- On-campus programs and offerings such as Yoga (See weekly “What’s On”).
- Fitness Passport to support physical wellness through gym memberships.
- On-demand ergonomic assessments to support office-based work.
- ‘Resilience First Aid’ Certification program – commencing February 2023.
- Access to wellness Apps – Assure, MindRazor.
- Access to annual flu vaccination program.
- Expansion of offerings from Assure, our EAP provider.



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Focus on Wellness - Trusted People Partners

Improve Positive Communication and Feedback

Regular and thoughtful communication enables leaders and teams to engage in positive and productive conversations, clarify expectations and to action feedback.

Key Initiatives

- Embed a digitally enabled feedback framework to encourage dialogue within teams as a way to identify and action local opportunities for improvement
- Support leaders and team members to engage in regular formal and informal meetings, career conversations and feedback 1:1's through capability building programs and the performance review philosophy
- Continue to utilise existing communication channels, such as VC Townhalls and Southern Cross Matters, to celebrate team achievements, put a spotlight on individuals, their attributes, stories and work; as well as provide an avenue for cross-discipline conversations
- Utilise Values forums, such as SCU Engage, to provide individuals and teams the opportunity explore and apply the SCU Purpose, Values and Strategy in practice
- Support managers to consult, scope and share priorities for 2023 with their teams



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