

EDITH COWAN UNIVERSITY  
**RESEARCH SERVICES**



Edith Cowan University  
**Support for Researchers**

# Human Resource Services Centre: Organisational Development

## About us

The ECU Strategic Plan recognises our staff as “our largest and most important investment”. It further acknowledges “the overall success of our university relies on the contributions and performance of all of ECU’s staff, Academic and Professional”. These elements of ECU Strategy are clear points of integration for the Human Resource Strategy, Organisational Development (OD) and Learning & Development (L&D) Strategy as foundations for our support to staff.

OD facilitates organisational effectiveness by improving its people and the environment with the Role Based Development Framework (RBDF) with several other capability frameworks such as the Researcher Professional Development Framework guiding strategic professional development at ECU.

## How we support research at ECU

OD collaborate with and is an integral part of the Researcher Professional Development Advisory Group (RPDAG). We stay in touch with researchers’ needs and support Research Services (RS) in the design, development and delivery of professional development for researchers aimed to improve the strategic research capabilities of our researchers.

## How we support you

Based on the strategic capabilities you need, our offerings are contextualised and available to Schools, Institutes, teams, groups and individuals in face to face (F2F) or online interactions. Our support spans from Early Career Researchers to Experienced Researchers. For example: The Academic CV Writing workshop will guide academic staff to produce an effective CV when applying for promotion, a grant or a new position. Mentoring workshops and tips are available for mentors as well as mentees to prepare them for a successful mentoring relationship. The workshop on Effective Conference Presentations will provide tips on making the presentation more effective and engaging. The workshop Preparing for Academic Promotion will be informative to help set yourself up for success when applying for academic promotion.

## Web resources

Resources are available as follows:

For research and broader people, management and leadership capabilities and resources visit the learning intranet <https://intranet.ecu.edu.au/learning/organisation-development/overview>

## Contact us

Any support requests through email should go to Organisational Development [od@ecu.edu.au](mailto:od@ecu.edu.au)