

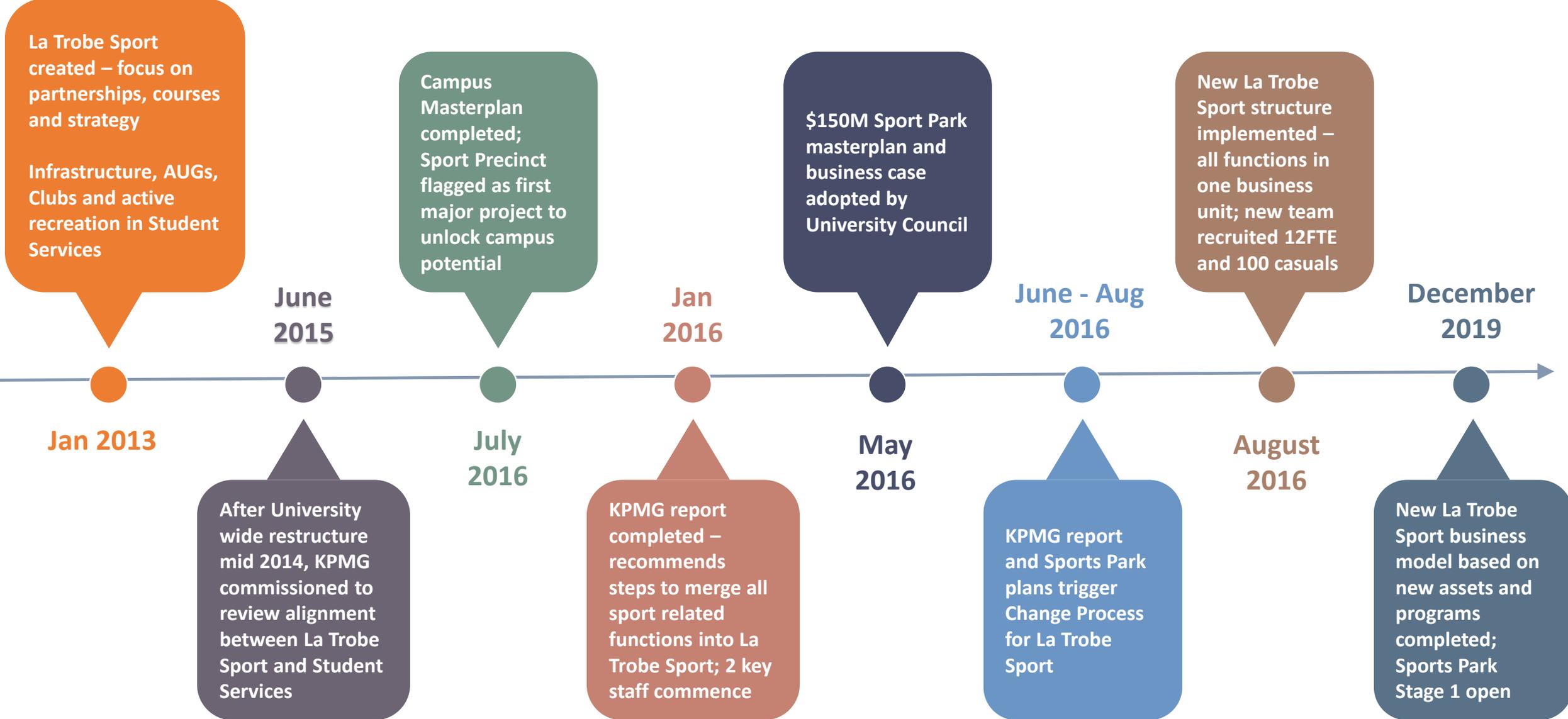


LA TROBE
UNIVERSITY

La Trobe Sport



La Trobe Sport – timeline



Sport at La Trobe – pre 2013

Pathways,
Undergraduate and
Postgraduate teaching
programs

Community engagement
and commercial
partnerships

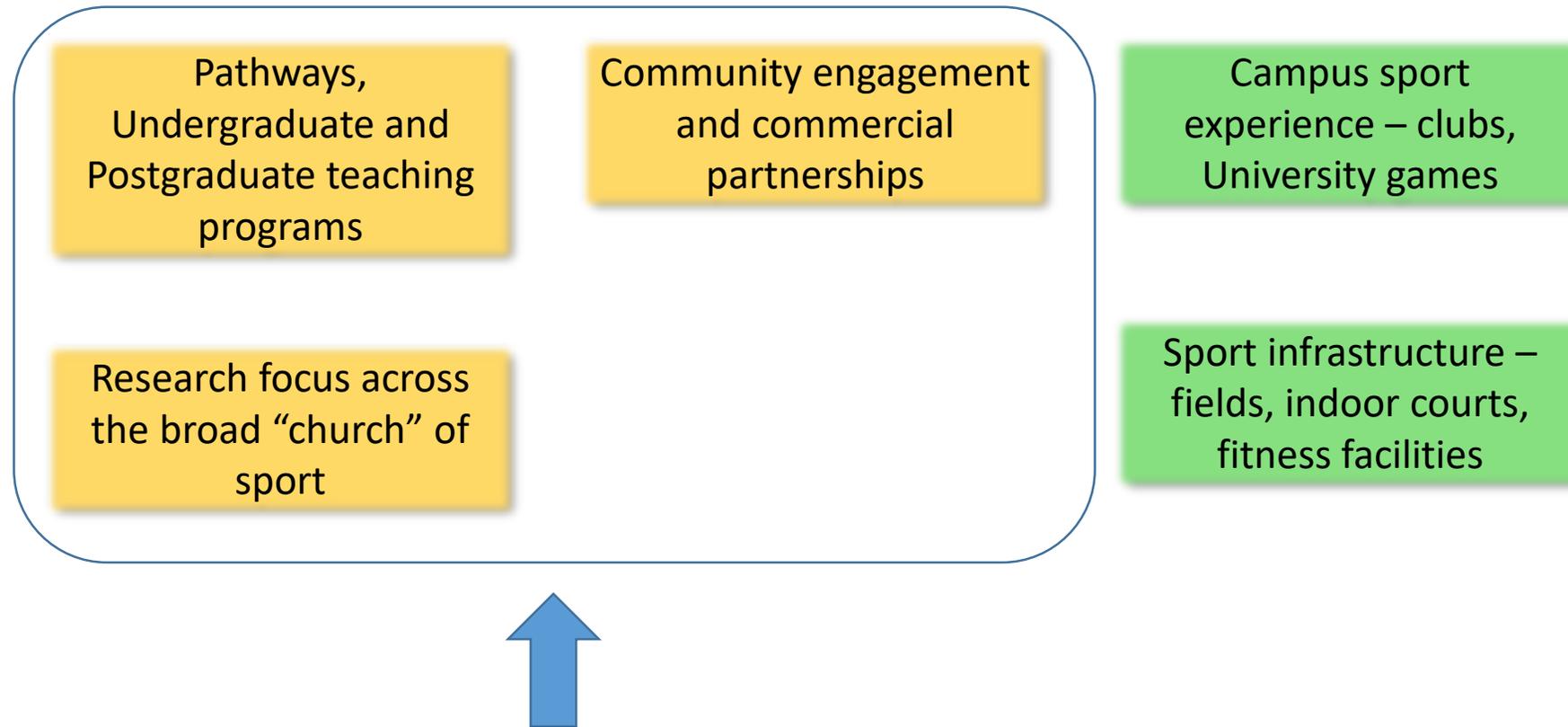
Campus sport
experience – clubs,
University games

Research focus across
the broad “church” of
sport

Sport infrastructure –
fields, indoor courts,
fitness facilities

No integration or focus across these five areas, no
ability to leverage all this potential

Sport at La Trobe – 2013 to 2015



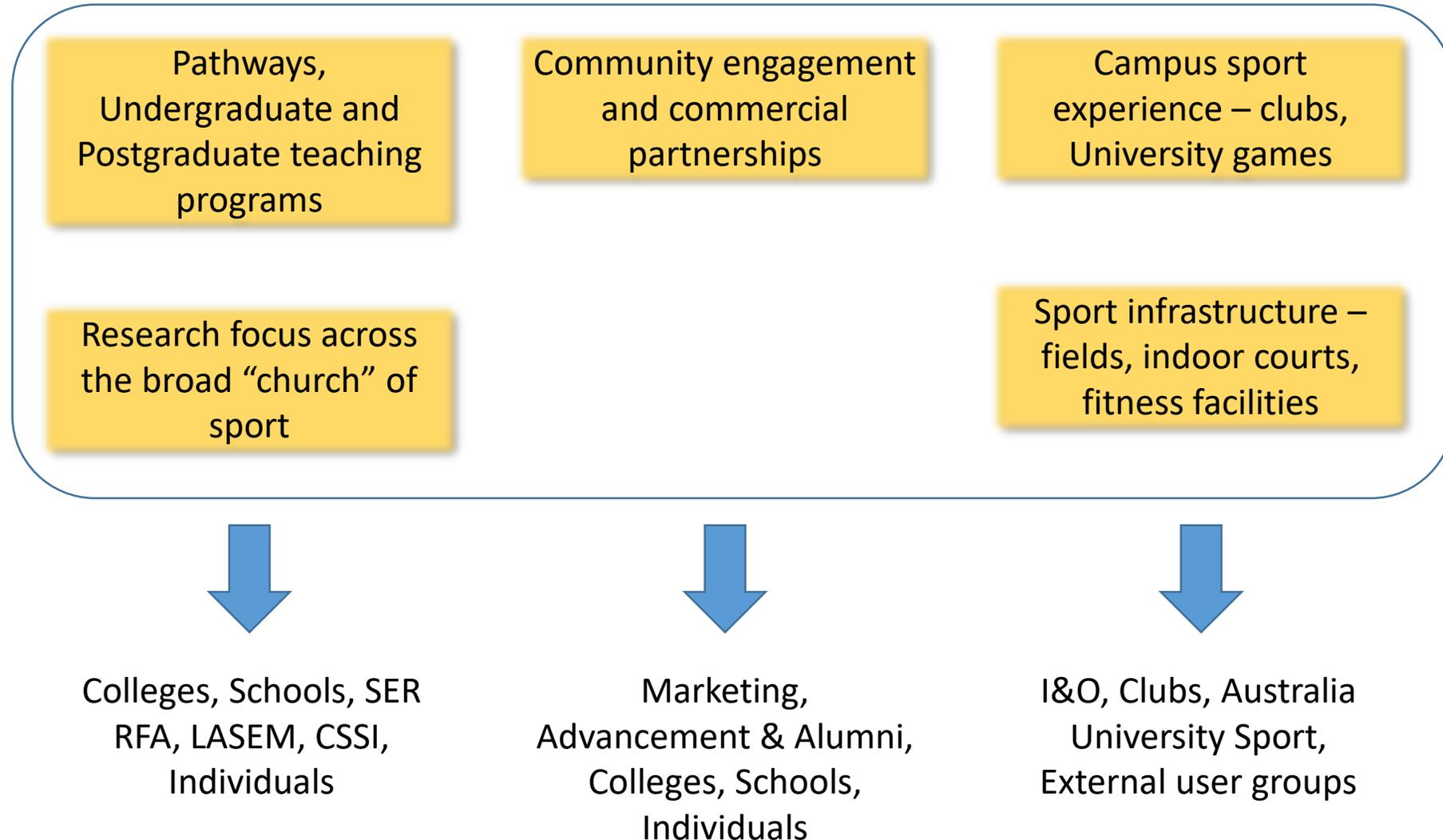
PDG for Sport in 2012 created La Trobe Sport to coordinate these 3 core functions; SER RFA created in 2013

Sport at La Trobe – from Aug 1, 2016



KPMG report, FFR review process, Sports Park planning
process has driven the final stage of full integration

Sport at La Trobe



Change objectives: what are we looking to achieve?

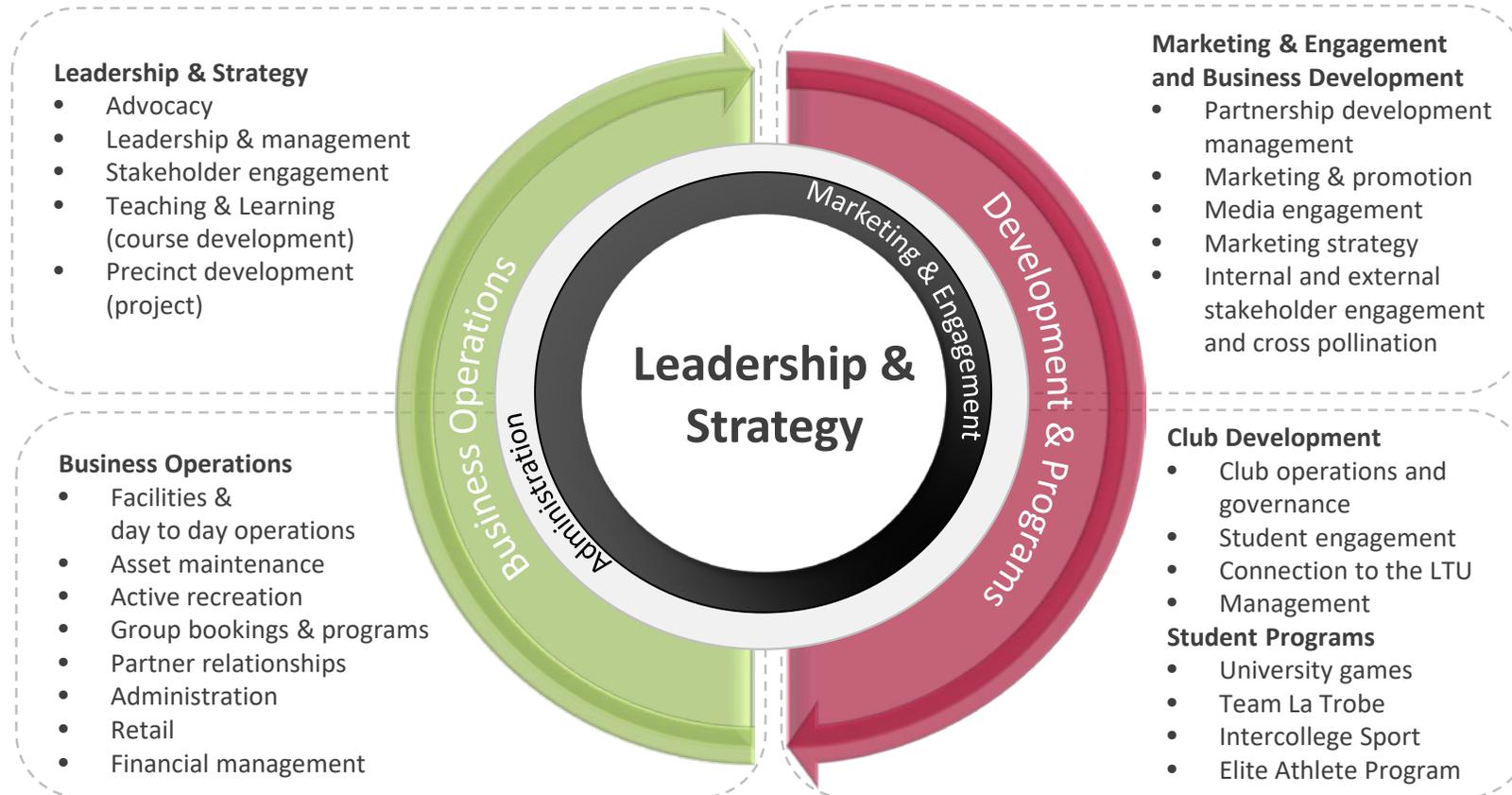
The primary objective of this change is to review the way we are organised and improve our contribution to the University.

To do this we need to:

Change Objective	Current Challenges	Vision for Change
<ul style="list-style-type: none"> Develop a clearly articulated and aligned operating model that works to deliver strategic goals 	<ul style="list-style-type: none"> Review and refine the way we are organised in order to facilitate the delivery of strategic plans within 	<ul style="list-style-type: none"> Transition to a strategically aligned model Ensure model is scalable Create well defined positions
<ul style="list-style-type: none"> Create a robust governance model that takes resourcing and role clarity into account 	<ul style="list-style-type: none"> Ensure our resources are strategically aligned Refine and clarify position accountabilities and expectations 	<ul style="list-style-type: none"> Ensure transparency and well articulated principles Clear roles and responsibilities Promote a financially sustainable model
<ul style="list-style-type: none"> Ensure a positive transition to a model that encourages a culture of accountability, innovation, connection and care 	<ul style="list-style-type: none"> Improve consistency of culture across the Division 	<ul style="list-style-type: none"> Transition to an engaged colligate culture of high performance and delivery Demonstrate authentic, inspiring leadership that works to achieve results Create career pathways and invest in capability development

New

La Trobe Sport: Model



Keys to successful change process

1. VC and senior executive support
2. Total alignment to university strategic plan
3. Focus on clear improvement in student experience, risk management, community engagement
4. Oversee selection of every staff member
5. Clarity of vision
6. Own it

- Staff development
- Risk management review
- Infrastructure audit and plans for redevelopment
- New POS, IT systems
- Club operation review
- SSAF allocations and new budget model
- On campus program review
- New elite athlete support program
- Curriculum development plan
- Infrastructure development
- Relationships within university
- Partnership activation
- SUGs and AUGs operations review
- WIL coordination system