Create a culture where all people are united by purpose and can deliver their best work

Impact Pathway 4

Our culture embodies UNSW Values and Leadership Signatures. We invest in our people, growing and rewarding talent and enabling their best work. Excellence comes through a collaborative work environment of trust and autonomy that fosters psychosocial safety, innovation and creativity.

Impact Pathway 4.1

Enable a culture that exemplifies the UNSW Values and Leadership Signatures.

Objective Description

UNSW Values of collaboration, innovation, diversity, excellence and respect are central to our identity and will continue to be at the heart of everything we do. It's not just what we do, but how we do it. Over the next ten years we will foster an environment that recognises our diverse strengths and invests in the areas where improvement is needed. We will create a safe environment, fostering a culture of inclusion and belonging for all people; it will be a supportive and dynamic atmosphere where students, staff and the broader community are valued for their diverse perspectives, can thrive and contribute positively.

Flagship Initiatives (shared across all objectives)

Develop and embed Psychosocial safety plan

Develop and Deliver UNSW Workforce Strategy

Develop and embed our Indigenous workforce Plan

Invest in training, leadership and talent development

Continue to promote and embed the principles of EDI across the University.

Develop and nurture a thriving innovation ecosystem through the support of a UNSW innovation hub, training, coaching, recognition and bandwidth.

Impact Pathway 4.2

Build the future of UNSW by having the right people doing the right work at the right time.

Objective Description

As our people are our biggest asset, we must invest in strategic workforce planning to support the needs of our people now and into the future. We will develop a workforce plan to enable workload management and will invest in developing and growing our people. We will create strategies to attract great people, to retain them once they're here, and to continue to build and broaden the capability of our people.

Flagship Initiatives (shared across all objectives)

Develop and embed Psychosocial safety plan

Develop and Deliver UNSW Workforce Strategy

Develop and embed our Indigenous workforce Plan

Invest in training, leadership and talent development

Continue to promote and embed the principles of EDI across the University.

Develop and nurture a thriving innovation ecosystem through the support of a UNSW innovation hub, training, coaching, recognition and bandwidth.

Impact Pathway 4.3

Grow and reward our people to unlock their full potential, breaking down silos and amplifying their excellence.

Objective Description

We will provide opportunities for continuous learning, training, and development, ensuring everyone has the tools they need to unlock their full potential. We're committed to activities that identify and nurture excellence, and we will reward and recognize the contributions that drive our success. By breaking down silos and fostering collaboration,

We will amplify our strengths, enhance personal and professional growth, and position UNSW as a leader in innovation and impact.

Flagship Initiatives (shared across all objectives)

Develop and embed Psychosocial safety plan

Develop and Deliver UNSW Workforce Strategy

Develop and embed our Indigenous workforce Plan

Invest in training, leadership and talent development

Continue to promote and embed the principles of EDI across the University.

Develop and nurture a thriving innovation ecosystem through the support of a UNSW innovation hub, training, coaching, recognition and bandwidth.

Impact Pathway 4.4

We facilitate an environment of trust and empowerment by simplifying our ways of working and giving our people time back to focus on what they do best.

Objective Description

By simplifying processes and reducing unnecessary complexity, we're making it easier for everyone to focus on what really matters — their strengths and expertise. Our goal is to streamline the way we work, giving our people more time and freedom to focus on the areas where they can have the greatest impact.

We will normalize prioritisation and stop busy work to help individuals succeed and give people the space and bandwidth to innovate and think.

Flagship Initiatives (shared across all objectives)

Develop and embed Psychosocial safety plan

Develop and Deliver UNSW Workforce Strategy

Develop and embed our Indigenous workforce Plan

Invest in training, leadership and talent development

Continue to promote and embed the principles of EDI across the University.

Develop and nurture a thriving innovation ecosystem through the support of a UNSW innovation hub, training, coaching, recognition and bandwidth.

Scan me to share your thoughts on Impact Pathway 4!

This content is draft for feedback. None of the initiatives are confirmed and the purpose of Strategy Expo is to test the ideas.