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LEARNING *for* CHANGE AND INNOVATION

WORLD CONGRESS

7-9 NOVEMBER 2016 ADELAIDE, SOUTH AUSTRALIA

CONGRESS SUPPORTERS



the practical business school



'Capturing Enterprise Innovation through WBL'

Case Study: NAK Australia (An Australian small to medium enterprise)

Developing and implementing a model of vocational and higher education within an Australian small to medium enterprise.

- The graduation
- The model
- The process
- The topics
- The review

• ***Presented by Dr Shayne Baker & Dr Malcolm Cathcart***



WBL Educational Outcome

The graduation - BA (Hons)



The WBL Case Study Model

NAK - Middlesex University

BA (Hons)

NAK (VET Qualifications + RPL) (240cp) (Phase 1)
Middlesex (WBL program) (120cp) (Phase 2)
= BA (Hons)

BA (Hons) (Negotiated Specialisation) 360 cp

NAK/ASBL

NAK/MU

Middlesex University

Diploma

AOL/RPL

BA (Hons)

- * Mgt***
- * Business***
- * Training***

- * Mgt***
- * Business***
- * Training***

- * WBL Project***
- * Four (4) modules***

- * Taught***
- * RPL***

- * RPL***

- * Distance***
- * Mentored***

Phase 2 NAK/WBL Program with Middlesex University

- Review of Learning
- Planning Professional Development
- Professional Practitioner Inquiry
- Negotiated WBL Project
- Oral Presentations/Examination

Project Topics

- To manage the roll out of the new NAK mobile phone ordering system.
- To develop and implement a leadership succession strategy to manage effective knowledge transfer ensuring superior leadership continuity.
- To develop and implement an overarching digital strategy for NAK Australia.

- To develop and implement a workable process for managing the new risk management policies across all sections of the business.
- To develop and implement an international strategy to improve export profitability.
- To investigate management strategies to increase sales via generating new business in international markets.

Review of program and process

Methodology – semi structured open questions with all participants interviewed together with all executive managers.

Summary of benefits to the organisation and the individual

- Creates a culture for encouraging innovation
- Aids in creating long term success for the organisation
- Increases creativity

- Creates personal security within a skill/competency set
- Enhances strategic capability
- The program attracts staff who want to succeed
- Allows enhanced communication within and between teams
- Allows enhanced communication with management
- Aids in developing a happy, satisfied and motivated organisation
- Allows staff to gain higher educational qualifications on the job.

Summary of negative aspects to the organisation and the individual

- The increased stress on an individual to perform
- The pressure for an individual to develop new skills
- Can have negative affect on family and social life

“Without doubt this program of learning has developed each participant's individual capabilities as well it has enhanced the NAK Australia's organisational capabilities with the result being continued improved competitiveness within a highly competitive marketplace.” GM NAK Australia