

Transition or Restructure?

This article comes from Doug Kuhn, Transition Manager.

The new TRL structure has been operational since Monday 3 July 1995, so you may be wondering what is left to be done by the Transition Manager. Well, there are many aspects operating on an interim basis which need to be reviewed and revised as we get a better appreciation of exactly what is needed.

One example is the deployment of administrative staff. The present arrangement is for two General Admin (GA) staff in each of the main buildings to assist on a building basis rather than the traditional branch basis. The workload on the Branch Admin Manager (BAM) is also being monitored closely as the new branches have almost twice the number of staff as previously. It is expected that separate administrative support for the strategic programs will partially offset the increased load on the BAMs. In the next few weeks a workable admin structure will be developed in consultation with admin staff.

All programs have commenced, but only the managers for the strategic programs have been announced so far. Program leaders for the non-strategic programs will soon be selected. These leaders will need to be briefed on their role and responsibilities. Arrangements will be made for a smooth handover from the program planner to ensure continuity.

Other aspects that still need to be finalised include future ownership of

equipment assets that belonged to sections that have split or disappeared, transfer of paper and electronic files and records to their new owners, and accommodation changes so that Program Managers are located close to program staff.

Our customers also need to be informed that TRL has restructured. Articles are being prepared that introduce our matrix, explain programs and outline what it all means for the customer.

So while the new structure has been implemented there is still much more to do to complete the transition.

For further information please contact Doug Kuhn on (03) 9253 6655.

EOS News

The release of the EOS results has unfortunately been delayed to mid-August.

Hopefully we will have official results for the next issue.

The FIFO Newsletter

FIFO is a fortnightly newsletter for all TRL staff. It is produced by the Promotion & Communication section at TRL. We welcome your feedback and contributions.

The editorial team consists of Tanya Waterson-Clark, Science Writer (03) 9253 6704 and Amanda Jenkins, Employee Action Co-ordinator (03) 9253 6741. Our offices are on

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The Telstra logo, featuring the word "Telstra" in a bold, sans-serif font with a stylized wave graphic above the letter 'e'.

Investment in Excellence in Action



Jill Ross facilitating at the IIE program.



Participants taking a break from the hard brainpower work.



Participants using teamwork for program activities. Lateral thinking at work!



Participants' views on the Investment in Excellence Program

As reported last issue, Investment in Excellence is a corporate and individual development program developed by Lou Tice, Pacific Institute. The program, which is being piloted at TRL, presents specific, practical methods to enable those who attend the course to create within themselves and others the internal motivation coupled with styles of thinking to empower them to achieve personal and corporate goals.

This article draws together the views of a number of the participants on the Investment in Excellence program.

"Like many of the 'guinea pigs' in the trial, I was initially sceptical about the program, but interested to see what it was about, and to see what I could get from it.

The program is essentially a very professional presentation of a model for the way that I and other people behave. I was impressed with the model because it is consistent with what I had already concluded in most respects, offered me a number of new insights, and provided a reasonably systematic framework for a better understanding of the way people (particularly myself) behave.

That said, the program is principally about changing habits, attitudes and thought patterns, not just understanding them, but I'll have to wait and see whether that aspect of it works for me."
Greg Lampard.

"The Investment In Excellence Program has introduced ways in which I can make changes to my life: reviewing old habits, breaking out of a rut, realising my dreams."

Dave Bakewell

"I thought that the course was excellent and I myself got a lot out of it. I have been putting what I learnt over the three days into practice and with the help of the audio tapes have made an improved difference to the way I now feel about myself. I think anyone else who attends this course with a positive attitude will achieve the same."

Carol Wilson

"It really gets you to question what limits you - and to ask yourself whether it is an external limitation or principally just a limit which is self-imposed because it is in your comfort zone. It also shows you how you can change - if you really want to do so.

I am looking forward to phase 2 [August 10 & 11] - I'll be away before and after it so there will be a lot of urgent work, but I'll have to manage somehow."

Ken Parker

"I thoroughly enjoyed Phase 1. Jill & Mitzi [on-site facilitators] were very professional, and the course content was easily assimilated. I have found it useful in my personal life as well as at work. I am looking forward to Phase 2."

Vivienne Gale

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Welcome to another TRLer!

Simon recently joined the Human Factors Group in the Human Communication Section, PSS. We asked him to introduce himself and here is what he said:

- & Simon is a basketball playing, guitar playing, beer appreciating young lad who likes travelling around the world. Given that he lives in Clifton Hill, he has to do this every day to get to TRL. He also quite likes people and having a good time.

- & Simon is a psychologist, formerly with Psychiatric Services Branch of the Health Department. He comes to TRL's Human Communication Section in the belief that psychologists are morally obliged to deal with human beings and not just epidemiology and information systems. He still likes computers though

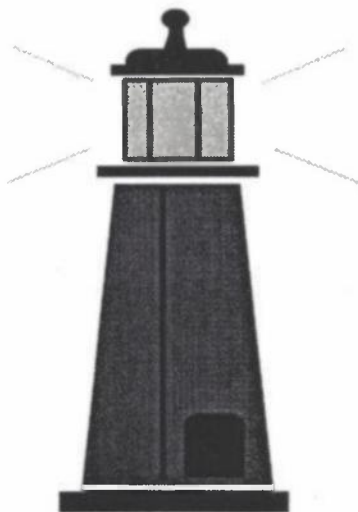


Have your say

If you have a question or an issue you'd like to raise, send it in to FIFO.

**In the next FIFO:
Allan Mitchell will respond to a number of issues and queries raised by staff on visitor tours.**

The Training & Development Work Group will report on their progress.



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