The University of Queensland (UQ), similar to other organisations are now more than ever required to adapt to an ever changing external environment. In order to remain successful, organisational change is something organisations need to be proactive in developing and ensuring they engage in change effectively. Effective change can potentially lead to continued success, sustainability, staff wellbeing and/or saved resources, time and money. In order to enhance the change capability of UQ, more effective and sustainable methods needs to developed above and beyond staff training.

One initiative to enhance UQ’s change capability is the Community of Practice (CoP), centred around Organisational Change. In short, a CoP can be defined as a group of individuals that share a common profession or passion, who come together to learn how to do it better by interacting with members in the community regularly (Wenger, 2006). Our community has three key components that are said to be present in any community:

- **Domain**: A shared interest/passion to improve organisational change practices in UQ. This represents the commonality between the members and the reason for them coming together.
- **Practice**: We have a shared practice including procedures, tools, resources or guidelines we wish to improve as staff members of the University. Every community has a focus and a desire to improve “how they do their domain” and this brings individuals together as they improve their domain by interacting with each other.
- **Community**: We strive to interact with each other regularly through informal, formal and virtual methods to build relationships with members and create a sense of community. A community requires trust, respect and relationships, which develop through regular interactions for it to work effectively. This ensures it adds value for its members and the University to commit to, rather than becoming stagnant. This component represents the most critical aspect of a community.

### Purpose & Objectives

Our overall purpose for the community is to provide a positive environment, network, and resource for individuals who have a passion to improve change capability to interact with likeminded people. We intend to do this by providing members with:

- **A safe, respectful and positive environment** to exchange ideas, experiences, and problem-solve issues relating to organisational change
- **A repository** containing a synthesis of relevant literature, best practices and innovations to help inform and support change
- **Tools and resources** developed for change purposes specific to UQ that are continually updated and improved by its members
- **A Support hub** of individuals from various organisational areas within UQ to support members through change
- **A network** of members interested in improving change across UQ to increase collaboration and access to relevant individuals within the University
A means of identifying UQ’s strengths and weaknesses to further enhance its ability to engage in change

Structure

Our community functions as a single entity, however members can partake in a variety of roles within it. These ‘groups’ are not static and individuals can move between all three depending on their level of interest in the community at any given time. The steering group takes a more proactive role in the administration and maintenance aspects of the community. Core members form the heart of the community, bringing a variety of experiences, expertise, resources and ideas to the community. Finally, casual members are inactive members or individuals with an interest in change but do not regularly interact with the community. Our community gives multiple avenues for its members, no matter their level of commitment, to interact with members and benefit from the community.

Guiding Principles

Our community expects its members to interact with the community in a professional manner and to treat this community as being a part of UQ, therefore the same rules in the workplace would apply to our community. This ensures our community remains a positive and safe environment for individuals to interact with each other as they learn and develop together. We also follow a few general guiding principles and expect members to follow these as well.

- Trust
- Respect
- Communication
- Commitment
- Equality
- Competence