

## SA Government Internship Project Proposal

Organisational Reform Unit in the Department of Environment,  
Water and Natural Resources



**Government  
of South Australia**

### Strategic HR or Economics Internship

The Organisational Reform team's vision is:

"To work with others to make DEWNR a great place to work".

This vision is achieved via three strategic goals:

1. Continually understanding our culture – "where we are now".
2. Defining our strategic cultural change direction – "where we are headed".
3. Implementing activities in line with this direction – "how we will get there".

The team has been undertaking a broad range of activities. There is the need to evaluate these activities in terms of their effectiveness and value in creating cultural change that is aligned with the strategic direction. From this evaluation, the aim is to establish a set of criteria to be used when selecting future activities.

This program aims to evaluate the existing cultural change activities to identify which are the most effective in creating cultural change. The project sets to establish criteria for selecting future activities and will undertake a trial to test the criteria of one activity.

#### **The Project:**

- Working with the Organisational Reform team, develop an understanding of the organisation's cultural change direction and the current activities being undertaken.
- Evaluate the effectiveness of the cultural change activities using existing measures, including the Staff Perspectives Survey, and identify future measures.
- Once the most effective activities are identified, look for commonalities to form the basis of criteria for selecting future activities.
- Trial the criteria on one proposed activity

#### **Desired Skills:**

- Analytical, problem solving approach
- Experience in statistics and evaluation
- Interest in cultural change/change management
- From strategic HR, Organisational Psychology, Economics or related disciplines

Internship will run 2 days a week over 10 weeks (or as negotiated) and is available to commence August 2015. To apply submit your cover letter, resume and transcript to : [internships.professions@adelaide.edu.au](mailto:internships.professions@adelaide.edu.au)