

An Inter-Professional, Leadership Development Programme for Psychology Students



Professor Lynne Cohen
A/Prof Paul P. W. Chang







Acknowledgement

- ❖ **Australian Learning and Teaching Council
ALTC Fellowship to Professor Lynne
Cohen (2010) for continued development
of the programme**

**AUSTRALIAN
LEARNING
& TEACHING
COUNCIL**



Promoting excellence in higher education



Context of Psychology

- ❖ **Australian Psychology Accreditation Council (APAC)**
- ❖ **Structure of the undergraduate programme and degrees**
- ❖ **No practical component, purely “theoretical”**



ECU Graduate Attributes

- ❖ Ability to communicate
- ❖ Ability to work in teams
- ❖ Ability to develop critical appraisal skills
- ❖ Ability to generate ideas
- ❖ Cross-cultural and international outlook
- ❖ Aim for ECU curricula (2012):
Employability-orientated



ECU School of Psychology and Social Science

❖ Enhancing Quality and Learning (EQUAL) Programme

- Peer mentoring
- Curriculum review
- Orientation programmes
- Tutor training
- **Formal Interprofessional Leadership Training**



Success of the EQUAL Programme

- ★ The ECU Psychology course has been rated
 - ***** (5-star) for Good Teaching
 - ***** (5-star) for Generic Skills, and
 - **** (4-star) for Overall Satisfaction

★ (source: 2009 Good Universities Guide)



Inter-professional Leadership Programme

- ❖ **Development of leadership characteristics and capacity**
- ❖ **Sorely lacking in all programmes**
- ❖ **Other universities offer leadership programmes but are extra-curricular, generic, and not tied with any specific project**
- ❖ **Importantly, there is no mentor-mentee relationship**



Inter-professional Leadership Programme

- ❖ **ECU experience**
- ❖ **Formal programme of leadership development**
- ❖ **Based on a business leadership model (Mentoring relationship)**
- ❖ **Programme and its delivery is flexible, making it context-specific to student's discipline and interests**



Inter-professional Leadership Programme

- ❖ Programme structure
- ❖ Initially 12-months
- ❖ Revised programme 6-months
- ❖ 2nd and 3rd year students only
- ❖ Formal 1-page application
- ❖ Formal workshops (five mandatory meetings)



Negotiating with industry partners

- ❖ **Strategic**
- ❖ **Relevance to psychology**
- ❖ **“Experience-building”**
- ❖ **Length of project**



Workshop

- ❖ **Differentiation between leadership and management**
- ❖ **Building resilience**
- ❖ **Managing stress**
- ❖ **Professional networking**
- ❖ **Social networking**
- ❖ **Mentorship**
- ❖ **Emotional intelligence**



Project examples

- ❖ **Esther H.: Health promotion presentations in primary school**
- ❖ **Phil R.: Uniting Care West & Mental Health**
- ❖ **Julie R.: Working with teenage mothers**
- ❖ **Felicity G.: Psychological Services at Sir Charles Gairdner Hospital**
- ❖ **Robert L.: Anglicare Family Relationships Centre**



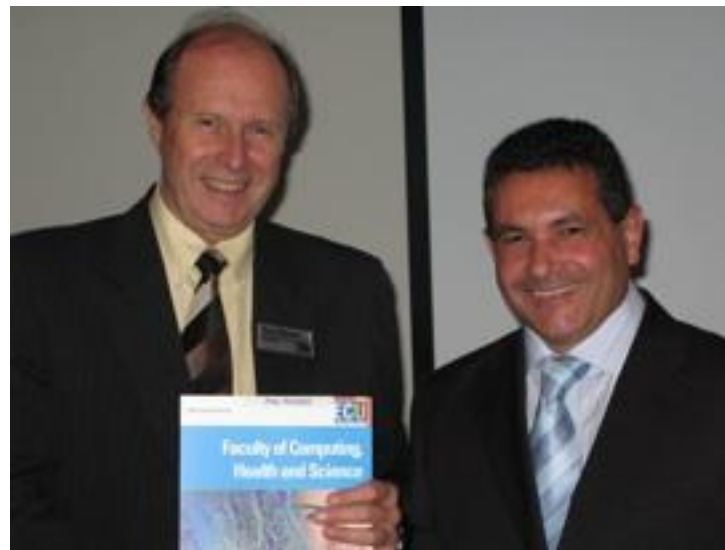
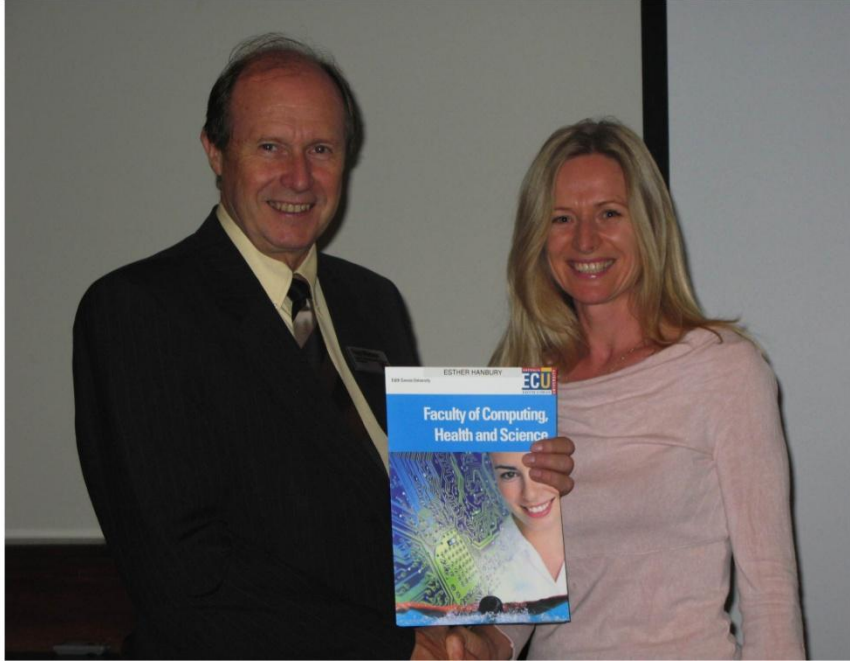
Project debriefing

- ❖ **Two sessions to evaluate presence of leadership skills in students**



Formal recognition by ECU

- ❖ **Certificates**
- ❖ **Dinner**
- ❖ **Recognition by Chancellery**



•Psychology @





Formal evaluations

- ❖ **Development of leadership skills (formal questionnaire & focus group results)**
- ❖ **Qualitative interviews with mentors**



Findings and Interpretations

- ❖ **Development of personal traits and confidence**
- ❖ **Communication (e.g., public speaking, approaching organisations)**
- ❖ **Application of leadership skills in the real world**



Programme Outcomes

- ❖ Placement of students in government and NGOs
- ❖ Employability of ECU graduates
- ❖ Engagement with industry partners
- ❖ Leadership knowledge of participants
- ❖ Practical experience for psychology students outside APAC constraints
- ❖ Collaboration with other disciplines

•Psychology @



Studying Psychology @ ECU



Copyright © 2011 by Cohen & Charles

•Psychology @

