

Future Ways of Working

LEADERSHIP TRACK

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Breast Cancer Trials



Leadership Track
Sponsored By:





Overview

Who is Breast Cancer Trials

What's been happening for us in the workplace

Recent initiatives and projects

- Reconnected with our 'why'
- More Strategic – Skills Assessment Tool
- 4 Day Week Trial
- Productivity and Smart Ways of Working

Key Takeaways



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Breast Cancer Trials

WHO WE ARE

A group of world-leading breast cancer researchers based in Australia and New Zealand, supported by a team of professional staff who manage our clinical trials and raise the money we need to do the work we do.

WHAT WE DO

We're committed to exploring and finding treatments and prevention for people affected by breast cancer through clinical trials research.

OUR GOAL

Is for breast cancer patients and those at highest risk to live better, to live longer and to never die from breast cancer.

OUR RESEARCH

Has improved the treatment of breast cancer, led to changes in the way breast cancer is managed, and saved the lives of millions of people since our inception in 1978.



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How we do it



926 Researchers



114 Hospitals & Institutions



17,000+ Clinical Trial Participants



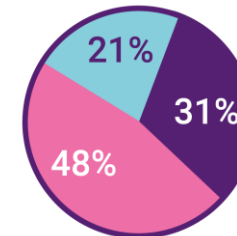
Collaboration with 35 countries



Team of 62



Coordinated from Newcastle NSW



Funding Sources

What's important to our researchers and staff?



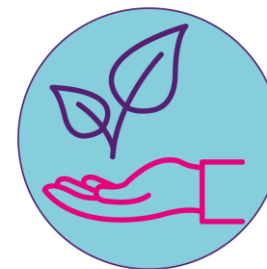
Impact we can achieve for our beneficiaries



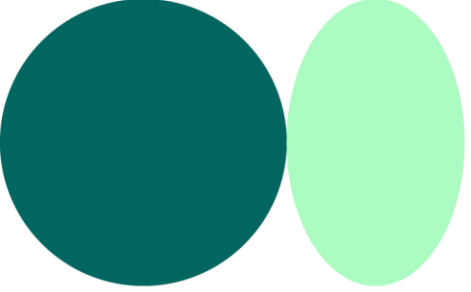
Health and wellbeing of our staff



Environment in which we work



The way we work and its influence on environmental and social factors



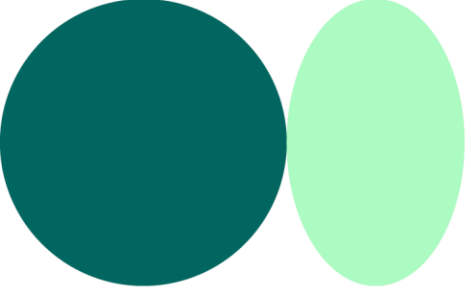
What's been happening at Breast Cancer Trials?

'New' working models

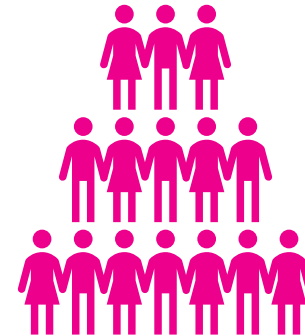
Technologies and systems uptake

Labour competition

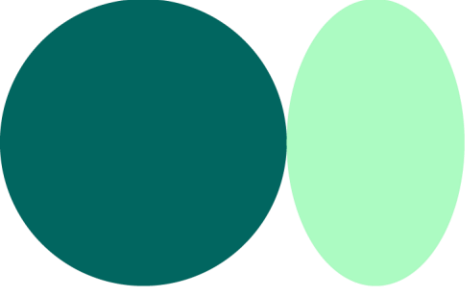
Four examples

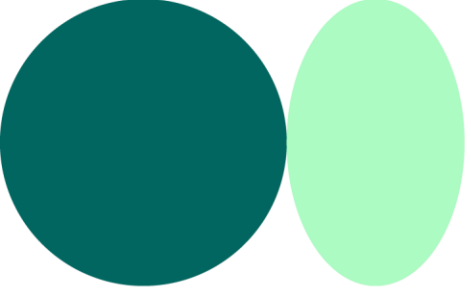


What makes a great culture?

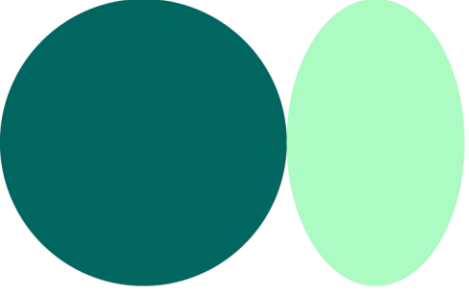


What do people look for in a place to work?





Example 1:
Reconnected with our 'why'



Reconnected with our 'why' – *Our Purpose*

Workshops

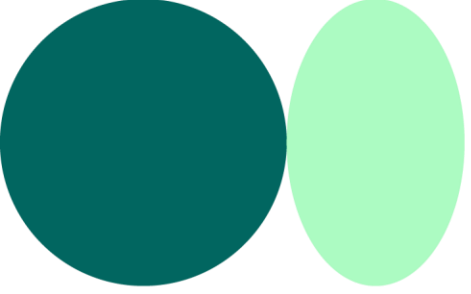
Organisation-
wide pride in
fundraising

Plan for
growth

Healthy work
environment

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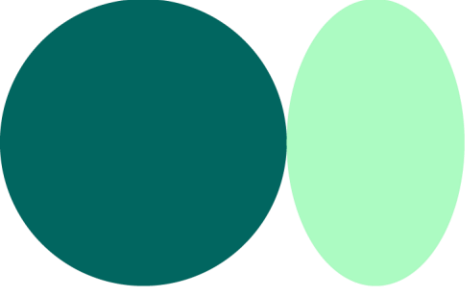


Example 2: Fundraising Team - Skills Assessment



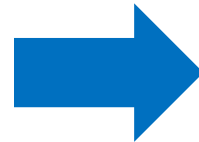
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More Strategic – Skills Assessment Tool

BIG PICTURE



Aims of the Skills Assessment Tool

Reform – ways of working

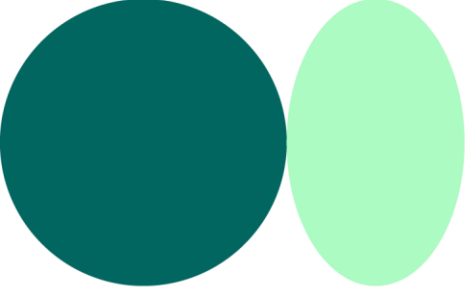
Retain – develop key staff with the skills you need

Recruit – different people with the right skills from diverse backgrounds

Restoration – get it right for the future

Revitalise – personal career plan





Skills Framework for the Information Age

Free to use*	Descriptions of 69 Professional Skills	Written for/by the industry
Plain language Easy to understand	Regularly updated (V8 – June 2022)	Used Globally (several translations)

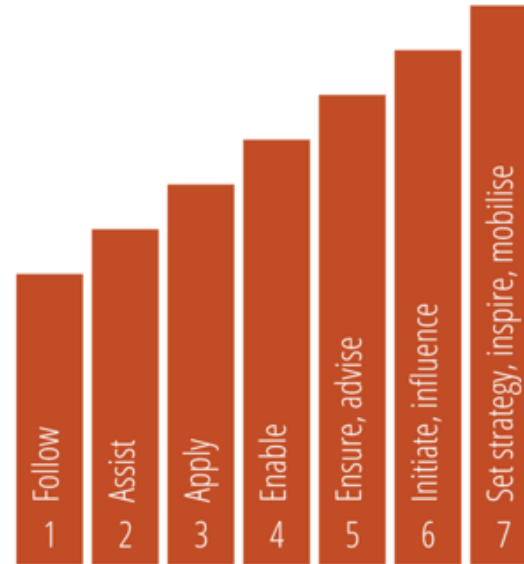
* Subject to free usage license conditions – use individually or within your company



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How does it work?





What did we learn?



Hard to choose just five skills!



Chance to think about your skills and the skills you want to aim for in the future.



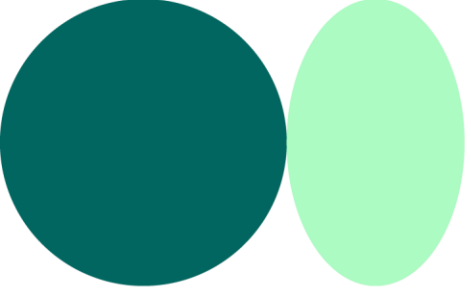
Snapshot of current team skills and influence on our growth strategy plans.



Identified skills we needed to grow or obtain.



Evidence for new roles and staff training.



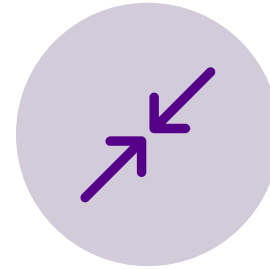
Example 3: 4 Day Week Trial



What is the Four Day Week?



Gained momentum in 2018
by Andrew Barnes, CEO
Perpetual Limited



Reduced hour working
model 100:80:100



Recognising the benefits of
employee wellbeing on
productivity and
performance

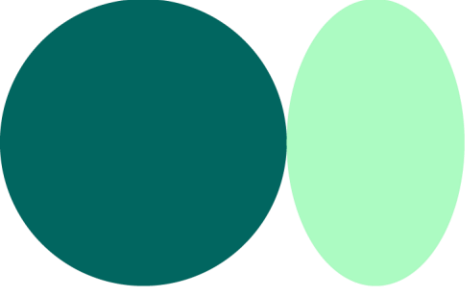


Working smarter to produce
better productivity

Why did we test this?

- '4 Day Week' was gaining momentum
- Improve staff wellbeing
- Provide a healthy work/life balance
- Retain and engage staff
- Attract new staff
- Work smarter through productivity efficiencies





How did we approach this?

Connected with 4 Day Week Global

Leadership Team attended a series of webinars and workshops

Provided with a mentor at 4 Day Global

Surveyed the staff – 100% wanted BCT to explore the opportunity

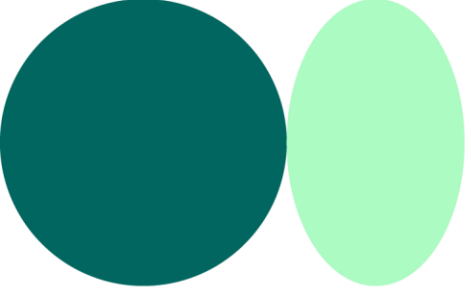
Set parameters

Worked hard to set this up as an *opportunity*

Ran a Pre-Mortem Survey

Provided training

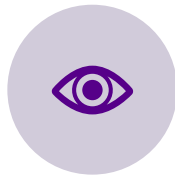
We called this '20% time'



How did we measure success?



Agreed KPI's



Keep an eye on
the organisations
'vital signs'



Internal surveys
fortnightly




Boston College
Surveys



Engagement
Survey





What happened?

 12 month trial

 What we have seen has been encouraging

 Turnover has dropped

 Internal survey results show staff are approaching this flexibly; positive team cohesion

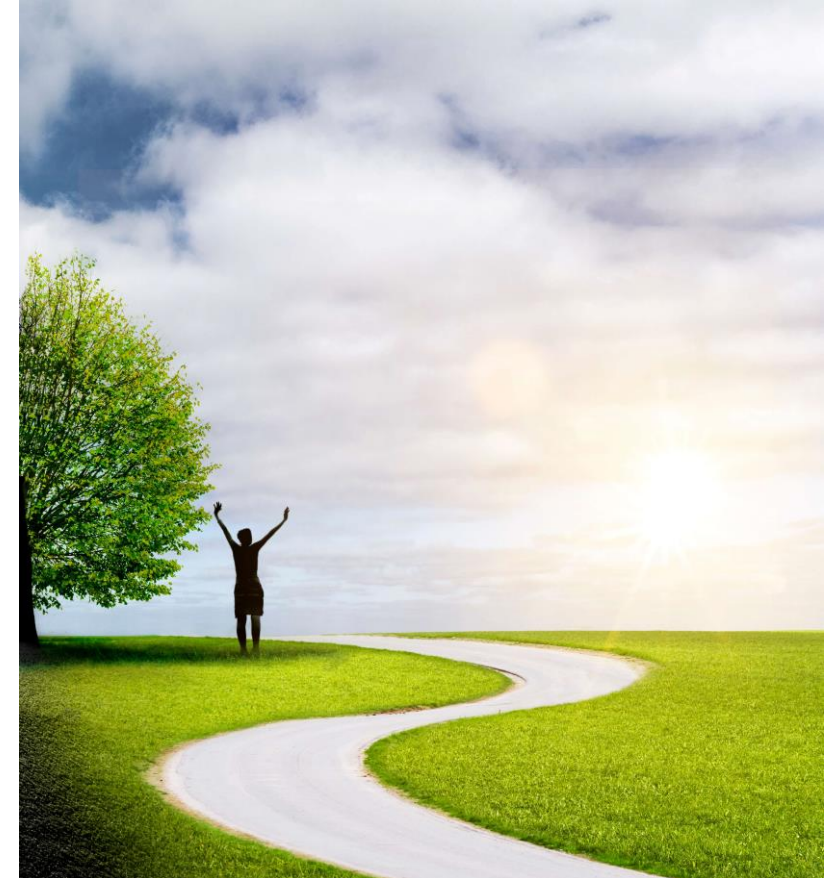
 Ways of working are changing and improving

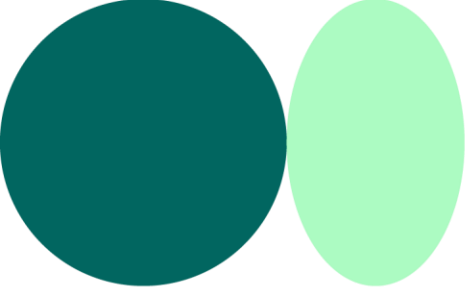
 Six month results from Boston College Survey were pleasing

 We learned a lot!

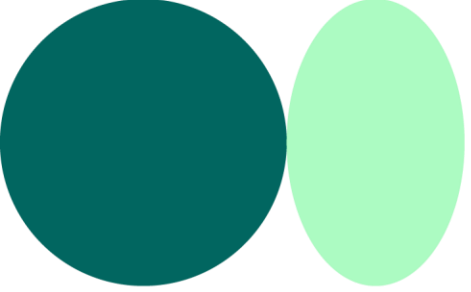
Staff Engagement Survey

Better Balance	3.95
Increased Engagement	3.76
Increased Efficiency	3.63
Increased Morale	4.00
Increased Productivity	3.50
Increased Cohesion	3.42
Increased Collaboration	3.47
Adapted well	3.92
Less stressed	3.76
More productive	3.76
Better time management	3.74





Example 4: Productivity and Smart Ways of Working

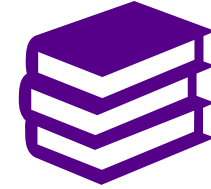


Training, Education and Support



Modern Workplace Project

User Experience
Technology Foundations
Systems and Data
Collaboration and
Communication
Security and Access Control



Professional Education Opportunities



Key Takeaways



Work life balance has never been more important in employment choices.



Connecting staff to Purpose and providing Opportunity is critical to success.



Working 'smarter' is possible but takes collective effort.



Be aware that not everyone has the same working knowledge of technology.



Skills assessment can identify opportunity in teams and support need.



Leadership is critical to building a healthy and productive workplace.



Keep your eye on the big picture.

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Conference**
2024

Thank you

