



University of
South Australia

Gill Norrington

Manager: Business Partnerships

Louise Seaman

Manager: Business Partnerships

Managing UniSA People

Fact or myth? You tell us.

When I have a vacancy, it is important to recruit as soon as possible so that I won't lose the FTE and budget.

+ 0

Appointing an average candidate is better than not appointing at all.

+ 0

As long as the person has the technical skills to get the job done, you can overlook the soft skills. They are called soft for a reason; nice to have but not essential.

+ 0

You can extend a probationary period if you are still unsure about a probationary employee.

+ 0

Performance management is only about reviewing someone's performance and planning for promotion.

+ 0

Performance management is for under performers.

+ 1

<https://ideaboardz.com/for/Manager%20Essentials/3244042>



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Fact or myth? You tell us.

When I have a vacancy, it is important to recruit as soon as possible so that I won't lose the FTE and budget. + 0	Appointing an average candidate is better than not appointing at all. + 0	As long as you have the soft skills, you can be soft for a while but not essential. + 0	Induction is the job of the People, Talent and Culture team. + 0
High performers don't need performance reviews, they are better left undisturbed. + 0	Employees know what they need, they don't need to be told. + 0	A good manager treats all employees the same. + 0	It is PTC's job to address performance or behavioural issues with staff, that is what they are there for. + 0

BUSTED



On the couch with Louise and Gill



I have a vacancy – what now?

*Let's go invent tomorrow
rather than worrying about
what happened yesterday.
(Steve Jobs)*

Academic



Professional



Professional Secondment
Register



Research Scholarships





PERFORMANCE

DEVELOPMENT

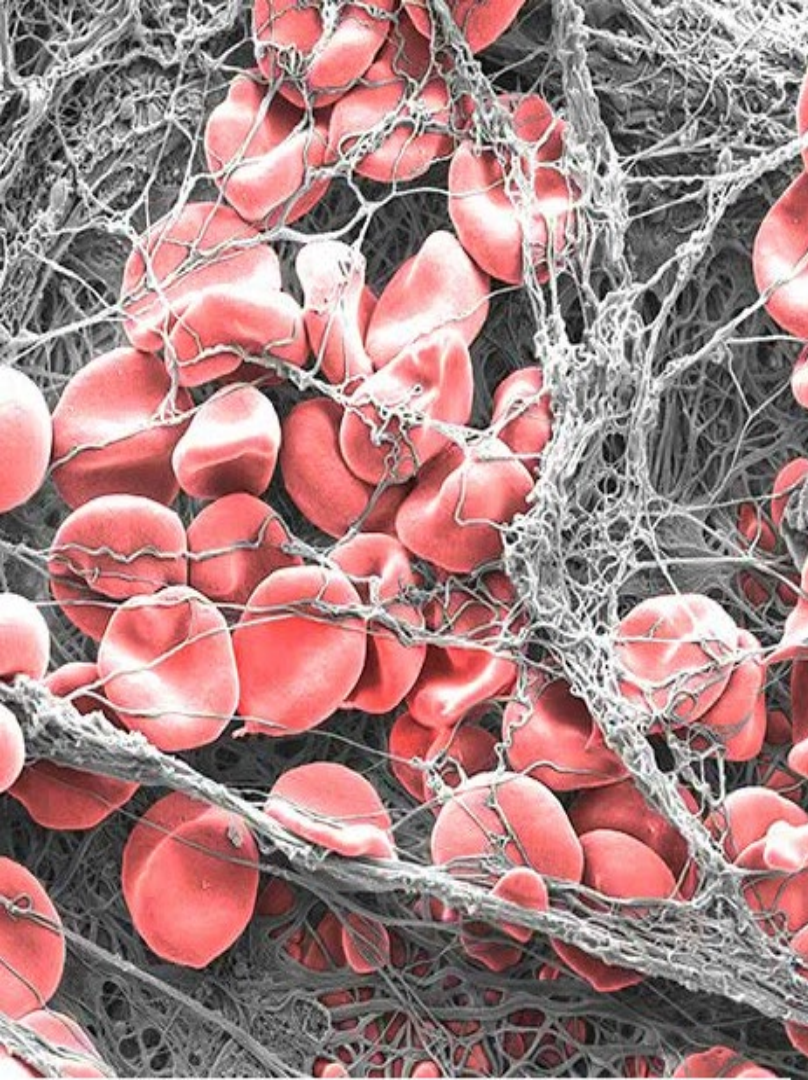
& MANAGEMENT

I have a PDM session with a staff member. How can I engage them in the conversation?

My job is not to be easy on people. My job is to make them better. (Steve Jobs)



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I notice that you have been accessing a lot of personal leave lately. Can we talk about it?

The house of Lords must be the only institution in the world which is kept efficient by the persistent absenteeism of its members. (Herbert Samuel)

How can I empower my staff to find their own solutions?

*Patience you must have
(Yoda)*



Who is my PTC Business Partner?

Louise Seaman
UniSA Business (BIS)



Gill Norrington
UniSA Education Futures (EDC)
UniSA Justice & Society (JUS)
UniSA Creative (CTV)



Amber Friebe
UniSA Allied Health & Human
Performance (ALH)
UniSA Clinical & Health Sciences (CHS)



Natalie Black
UniSA STEM (STM)



Liz Hutchinson
Portfolio: Academic, Research &
Innovation, Chancellery



Dan Pak
Portfolio: Resources & UniSA
International

