Welcome to the sixth edition of Where there’s a WIL.

Did you know?

It is important for higher education providers to offer opportunities to students to increase their employability and the GBS Project-based Internship Program is the ideal vehicle in which to do this. Since the program commenced in its current form in Semester 1 2013, the number of students enrolling continues to increase. Empirical research has found that for students, internships differentiate them from others not undertaking an internship (Cannon & Arnold, 1998; Gault, Leach, & Duey, 2010). Student interns may see this as a competitive advantage because internships also provide valuable work experiences and a sense of professionalism which can lead to employment for some (Cannon & Arnold, 1998). Further, a survey conducted by High Flyers Research in the United Kingdom found that students who participate in internships are three times more likely than other graduates to get top jobs (ICEF Monitor, 2013).

Many of Griffith Business School’s student interns have gone on to gain employment in their academic career focus as a direct result of their participation in the program. Others have gained employment with the organisation in which they completed their internship. We have introduced you to some of them over the past editions of Where there’s a WIL, and in this edition we will introduce you to two more; Chris Rutt and Vincent Reys.

Thank you to our wonderful industry partners who present amazing opportunities to our students to learn and grow both personally and professionally. Your contribution to their education and practice makes a considerable difference to their employability. And thank you to our brilliant students for engaging so readily with your workplace projects and representing yourselves and Griffith so well.
Domestic Internship News

Griffith Business School Partners with Gold Coast Health Services
Semester 1 2015 delivered in a new beginning for Griffith Business School’s Internship Program as we welcomed Gold Coast University Hospital and Health Service as an Industry Partner. Three financial performance and procurement internships were initiated at Gold Coast University Hospital by Health Service Board Chairman, Mr Ian Langdon, former Dean of Griffith’s Business Faculty.

Our three student interns, Rose Grass, Kyung Cha (preferred name Cha) and Prasanna Shanmuganathan come from different backgrounds and were studying different disciplines. They were all in their final semester of study. Rose, from Germany, majored in both Logistics and Supply Chain Management, and Government and International Relations. Rose completed her internship with Trish Thomson, Director Strategic Procurement. Rose explained that her internship at Gold Coast Hospital and Health Services “allowed me to gain an invaluable insight into the world of government procurement and the daily challenges of achieving value for money. My internship also allowed me to apply important skills I acquired at university and see how they can contribute to a company’s success. I was also able to improve my teamwork and my analytical and critical thinking skills. I have learnt how intertwined my two degrees actually are”.

Cha, from the Bachelor of Commerce, majored in Accounting. Born in Korea, Australia has been home to Cha and her family since 2003. Upon graduation, Cha hopes to begin a successful career as an accountant, and during her internship she worked with Katie Bauer, Director Financial Reporting and Compliance. Cha explained that what she experienced through her internship “expanded the skill areas (she) can better confidently deal with during interviews. I reckon no other course in the university program would be as rewarding as this course when it comes to proven skill development relating to employment” she wrote.

Prasanna Shanmuganathan is from India. Prior to coming to Australia to study he spent five years working as a business analyst for GlaxoSmithKline in London. Prasanna was in his final semester of the MBA (Advanced) program, specialising in IT. Prasanna has proven to be an exceptionally knowledgeable person across a broad area of business disciplines. He and his team of five Griffith MBA students made a successful mark on the G20 stage last November placing third behind Canada and Poland in the G20 Global Business Challenge. Having performed strongly at the Bangkok Business Challenge in February, Prasanna and his MBA colleagues headed to Austin in Texas in May to complete at the Venture Labs Investment Competition. In his internship, Prasanna worked with Andreas Voogt, Senior Director Financial Performance, with support from Andrew Blair. He hopes to work in the health sector upon graduation.

Griffith Business School staff and students and Gold Coast Health Services Board Chairman and staff photographed in the beautiful grounds of the Gold Coast University Hospital. (L-R) Dr Alan Blackman (WIL Director), Kyung Cha, Katie Bauer, Mr Ian Langdon, Andrew Blair, Prasanna Shanmuganathan, Trish Thompson, Rose Grass and Professor Ross Guest (Dean Learning and Teaching)

Griffith Business School is very grateful to Ian for initiating such outstanding opportunities for our students. A wonderful advocate for the Internship Program, Ian acknowledges that both the students and the hospital have benefited from the Program. Ian believes that, “there is value for the organisation which gets access to bright new brains and lots of energy and there is value for the students who are able to apply some of their
academic learning to a real work environment with real problems and real deadlines.”

Significantly, the outcomes of these internships demonstrate the opportunities for the hospital and Griffith to develop working partnerships in non-clinical areas. Ian explained that 30% of staff in Gold Coast Hospital and Health Service are non-clinical, a notable component of an annual operating budget covering $1.2 billion and 6000 staff. “Areas (relevant to business) like efficient procurement, financial management and people management are as relevant here as they are in any enterprise. That’s why our association with the Griffith MBA, for example, is so important,” Ian said.

"The WIL program has turned out to be one of the best decisions I’ve made during my time at Griffith University. Throughout the semester the WIL program has helped me to improve my public speaking skills, engage in communication at a corporate level, and develop my professional confidence. I was lucky enough to have the opportunity to work with the corporate consultancy firm XiXi Lu. From the beginning they allowed me to work on material for their largest client and Australia’s leading provider of student accommodation, UniLodge. Since then, doors have opened where I’d never have imagined. After a few weeks of interning, I was informed that UniLodge were potentially looking to fill a vacancy in their Brisbane head office over the coming months. With the ongoing support and encouragement of Dani and Paula at XiXi Lu, I was eventually offered a full-time position as an administration assistant tailored toward my human resources degree. I could not be happier with how everything has turned out as a result of joining the WIL program, and look forward to starting my new position with UniLodge this July.”

Employment news
In the last edition of Where there’s a WIL, the spotlight fell on the corporate consultancy company XiXi Lu, whose directors and co-owners are Griffith Business School graduates and alumni, Paula Grant (Bachelor of Arts and Bachelor of Commerce majoring in Marketing) and Dani-elle Davidson (Bachelor of Laws (Hons)/ Bachelor of International Business and Graduate Diploma of Legal Practice). These ladies are back in the spotlight again having been directly responsible for one of our most recent interns, Chris Rutt, gaining full-time employment with one of XiXi Lu’s clients, UniLodge. Chris explains:

"The WIL program has turned out to be one of the best decisions I’ve made during my time at Griffith University. Throughout the semester the WIL program has helped me to improve my public speaking skills, engage in communication at a corporate level, and develop my professional confidence. I was lucky enough to have the opportunity to work with the corporate consultancy firm XiXi Lu. From the beginning they allowed me to work on material for their largest client and Australia’s leading provider of student accommodation, UniLodge. Since then, doors have opened where I’d never have imagined. After a few weeks of interning, I was informed that UniLodge were potentially looking to fill a vacancy in their Brisbane head office over the coming months. With the ongoing support and encouragement of Dani and Paula at XiXi Lu, I was eventually offered a full-time position as an administration assistant tailored toward my human resources degree. I could not be happier with how everything has turned out as a result of joining the WIL program, and look forward to starting my new position with UniLodge this July.”

Another former intern to gain employment as a direct result of his participation in the Internship Program is Vincent Reys. Vincent completed his internship with his new employer AWH. Vincent tells the story: “The project I worked on while undertaking my HR internship with AWH was to
help design and structure a development program to assist new or existing employees develop their knowledge, skills and abilities while increasing the overall commitment and motivation of staff to ultimately achieve the goals and objectives of the organisation. The LEAD program was designed to close the gap on employees’ current knowledge and performance to where the business would like them to be achieving in the future.

One of the main skills that I learned during the internship was putting theory into practice, through the change in environment from the usual student work life to experiencing first hand practical work with a real operation. With the LEAD program, I had the opportunity to put all the HR theory I learnt and apply it to real business problems. However, it wasn’t just the practical side that got my attention, it was adapting to a real work environment that I have never experienced before. It was working in a dynamic team that built my teamwork skills, it was the working hours and dress codes that improved my punctuality and organisation, it was all the available support from the staff and the course convenor that made my experience worthwhile. Starting the internship course was one of the main highlights that contributed to the success of my new career after university.”

Well done Vincent and congratulations. We wish you every success.

**Friends of Griffith Business School**

Friends of Griffith Business School (FoGBS) is a new Gold Coast initiative aimed at creating awareness of the research conducted in the School, creating a networking platform, as well as fostering internship opportunities through Griffith’s Work Integrated Learning Internship Program. The launch of FoGBS was held on Friday 5th June and was a huge success. The Friends of GBS Management Committee is chaired by Gold Coast business identity Janelle Manders, Managing Partners, HLB Mann Judd.

On hand for the launch were some of our amazing and supportive Internship Program Industry Partners including Peta Downie from Surfers Paradise Alliance, David Morgan from City Venue Management and Ian Landon from Gold Coast Health Services.

![Image of event attendees](image1)

David Morgan (centre) was joined by City of Gold Coast’s Suzette Sutton (left) and Regional Development Australia's Jevena O’Brien at the launch of Friends of Griffith Business School (FoGBS) on 5th June.

![Image of event attendees](image2)

Matt McGrath (Acting WIL Coordinator), Peta Downie (Surfers Paradise Alliance) and Professor Graham Cuskelly (Dean Research) enjoyed the launch of FoGBS.

**Autism Queensland’s Asia Pacific Autism Conference**

This September, the Asia Pacific Autism Conference will be held for the first time in Brisbane, and GBS Marketing and Events student Kristiana Varitimos will see firsthand the fruits of her internship with conference hosts Autism Queensland.

APAC15 is the fourth in the series which is held every two years around Australia. It has previously been staged in Perth, Sydney and Adelaide. World acclaimed autism researchers will meet at the
Brisbane Convention Exhibition Centre from 9th to 11th September to explore the theme of “Transforming Futures” for autism services, treatments, interventions and education. It is anticipated up to 1500 will be in attendance.

Autism Queensland approached GBS with the offer of an internship as they felt APAC15 represented a great opportunity for a student looking to obtain firsthand events experience. CEO Rod Cameron said the opportunity to access a student through Griffith’s highly regarded Project-based Business Internship program was tremendous.

“Like all large events, there are many facets to APAC15, a number of which will provide great firsthand experience for students like Kristiana who are seeking to make their career in the events and marketing field,” he said.

“She is joining the team in the run up to event so there will many and varied opportunities for her to become involved in. We feel it is a win-win. Our marketing team, who are working closely with the Conference Secretariat to co-ordinate the event, will benefit greatly from Kristiana’s involvement, and we hope she will in turn learn much from working with us.”

Kristiana began her 13 week internship at the end of July. As it finishes after the event, she will also assist in developing and assessing a post-event survey that will provide feedback both for Autism Queensland and to future APAC event hosts.

APAC15 is jointly hosted by Autism Queensland and the Australian Advisory Board on Autism Spectrum Disorders (ASD). Conference presenters and delegates include clinicians, educators, researchers, people with ASD, parents and other interested parties.

Professor Jacqueline Roberts from Griffith University’s Autism Centre of Excellence in the School of Education and Professional Studies will be presenting at the conference and is also a member of the Conference Scientific and Program Committee and director of the Australian Advisory Board on Autism Spectrum Disorders. A number of other researchers from Griffith will present in concurrent sessions across the three days of the conference.

International keynotes include Dr Joseph Piven M.D. from the University of North Carolina who will present the opening plenary; UK developmental cognitive scientist Dr Liz Pellicano; Clinical psychologist Dr Ilana Magiati from Singapore; Michelle Garcia Winner, founder of Social Thinking; Peter Vermeulen from Belgium Autisme Centraal; Thorkill Sonne from Specialist People Foundation; and Dr Yuan Gao from China, the parent of a child with Autism. To view the full program and concurrent sessions visit the APAC15 Program page.

Thank you to our 2015 Domestic Internship Industry Partners

Griffith Business School is always most grateful to our industry partners for their time and the support they provide to the education of our final year business students. In Semester 1 of this year, we were proud to partner with the following businesses and organisations:

Career Development and Management Guru; City of Gold Coast; Education Queensland International; eps Australian Pty Ltd; Exceptional Tuition and Resumes; Gold Coast University Hospital And Health Service; Griffith International; Leo Pharma Pty Ltd; Miami Stainless; Queensland Health; Royal on the Park; Sofitel Broadbeach; Surfers Paradise Alliance; Surfstitch; Trade and Investment Queensland; UnitingCare Queensland; and XiXi Lu.
In Semester 2 we welcome back many of those from last and earlier semesters and welcome aboard new partners, including: Autism Queensland; Brisbane Marketing; Cancer Council Queensland; Community Services; Dejan SEO; GBS Alumni Network; GiftSMS; JAS Forwarding; Leukaemia Foundation; Logan City Council; Marriott Hotel Brisbane; Mercure Gold Coast Resort; Palazzo Versace; Queensland Lymphoedema and Breast Oncology Physiotherapy (Grange); and Queensland Rail.

Thank you to all and best wishes to our student interns in Semester 2 2015.

Global Mobility Internship News

2014-15 Summer Semester
It has been a big year to date for GBS Global Mobility student interns and staff who have travelled far and wide, commencing with our students who participated in an internship during the 2014-15 Summer Semester in Germany and Korea.

A cohort of five students (Alex MacInnes, Dale Bowden, David Schmidtke, Kym Clarke and Sophie Cragg) completed the Global Mobility Business Internship Program in Essen, Germany. With the support of their work place, including DB Schenker, GAGFAH, Medion AG and RWI Essen, the students gained invaluable experience in auditing, investor relations, logistics, marketing and research. The students also gained a heightened cultural awareness and understanding of German values, traditions and business practices, in turn enhancing their professional and personal development.

Alex recounted his global experience with the following testimonial:

“I came back in February and have spent the last five months trying to find the appropriate word (in English or German) to describe my experience, and I haven’t. To use adjectives such as amazing, spectacular and unparalleled do not give justice to just how beneficial this experience is to my personal and professional development. I have made lifelong friends through this opportunity, seen places I never would have done and done things that wouldn’t be possible outside of the Global Mobility program.

The only downside is the post-travel depression; sitting around a dinner table reminiscing with the people you went away with, laughing, and then realising just how much you miss it. I had the best three months of my life thanks to taking a leap of faith and applying for this program, and I cannot emphasise to students just how much you will grow if you participate. Thank you to the others I went away with; Dale, Kym, David and Sophie for being my family whilst away, and to Kiri, Alan and Lynlea for affording this opportunity to me, I am eternally grateful.”

(L-R) Dale Bowden, Sophie Cragg, Alex MacInnes, David Schmidtke and Kym Clarke greatly enjoyed their experiences in Germany including participating in the GBS Global Mobility Business Internship Program.

A further cohort of five students (Debbie Ang, Jon Pedersen, Melanie Gee, Pui Yu Chan and Ryan Villani) undertook a global internship in Seoul, Republic of Korea during the Summer Semester. Students applied the knowledge and practised the skills of their profession with organisations such as Demand Consulting Group, JW Marriott Hotel and KPMG. Diverse projects were completed by students and included competitor analyses, international trade and customs reports, marketing strategies and research. While responding to real work situations and building professional networks,
the students also benefitted greatly from the opportunity to experience the Korean culture, language, lifestyle and people.

Jon has these helpful tips for any Griffith business student who is considering participating in a global internship:

“First of all, do it! You’ve got nothing to lose and everything to gain. There is not often that one gets to undertake such unique experiences in a different country and distinct culture. Moreover, while living and working in a different environment you will not just learn about a unique culture, but also a whole lot about yourself and you will personally develop to great extent.

Secondly, in an ever-growing intertwined world cultural competency and experience becomes crucial. Just considering the fact that only about 20% of managers to date perform effectively overseas should strongly motivate students and prospective leaders to gain such competitive edge.

Thirdly, gaining practical experience will greatly boost your resume and employability. This is especially important as more and more schools and businesses perceive internships not just as an opportunity, but as a necessity in today’s world.”

Griffith Business School extends thanks and appreciation to our international partners in Essen and Seoul – the Universität Duisburg-Essen, Yonsei University and the Centre for Australian Studies (CAS); and to the work place supervisors and organisations that supported our interns during their valuable global experience.

Global staff activities and initiatives
Meanwhile, 2015 is flying by – quite literally – for Dr Alan Blackman, who has been tirelessly committed to expanding and enhancing the Global Mobility Internship Program by personally meeting and negotiating with current and future partners. In February, Alan enjoyed catching up with our student interns in Seoul, Republic of Korea.

In March discussions continued with potential partners in Beijing, Nanjing and Shanghai, China as well as Bali and Jakarta, Indonesia. This was then followed by a brief visit in June to Paris, France and Singapore after the Global Internship Conference in Dublin. The conference was held from 9 – 12 June on the campus of University College Dublin. Organisers received a record number of proposals (118 proposals for 40 sessions) for the conference theme ‘Internships and Employability: Building a global portfolio’.

Alan presented his proposal, ‘Development of a Global Mobility Internship Program for Australian Business Students: Implementation: The good, the bad and the ugly’, which was accepted following peer-review. The presentation was well received and the conference provided a great opportunity for networking and discussions surrounding good practice, research projects and market trends.
Alan met Republic of Ireland Minister for Education and Skills, Jan O’Sullivan TD and conference delegates, including Academic Internship Council representatives during his visit to Dublin mid-year.

For our Global Mobility Coordinator, Kiri Stinson, 2015 has been a whirlwind of activities since she commenced with the WIL team in November 2014. To increase awareness, and ultimately participation in the Global Mobility Business Internship Program during the upcoming Summer Semester, Kiri has concentrated efforts on face-to-face student marketing and promotional activities and events. To date, she has engaged with 675 students via various initiatives including: lecture presentations; career expos; student association meetings and presentations; information sessions (delivered in conjunction with Lynlea to promote both the local and global internship opportunities); responding to student email enquiries; and conducting one-on-one student consultations.

Kiri has also been fortunate to secure the assistance of previous interns who are willing to act as ambassadors and attend/present at various events. This has proven to be a very effective engagement strategy to encourage and increase future student participation in the program. A big thank you to our students Alex, Dale, Jon and Kym, for their wonderful support during these activities!

International Student Ambassador
In other news, Jon Pedersen, GBS Seoul Intern and Student Leader, was announced as an International Student Ambassador at the Gold Coast Mayor’s Civic Reception held Monday 9 March 2015.

The Mayor’s International Student Ambassador Program is designed to build relationships between the City of Gold Coast and international students, while promoting everything great about living and studying on the Gold Coast. The program was launched in 2014 as an exciting new initiative of Study Gold Coast, in collaboration with the Council of City of Gold Coast. Congratulations to Jon on this outstanding achievement, you are an asset to the GBS!

Summer Semester 2015-16
Global internships offer GBS students the opportunity to gain not only course credit, but hands-on work experience in an international setting. The Global Mobility Business Internship Program is a 20CP project-based elective course, currently offered in Summer Semester to both undergraduate and postgraduate students.
Global internships are usually 5-6 weeks in duration and provide the opportunity to take part in a supervised learning experience within an international work place. In the first 2-3 weeks prior to the internship, students attend basic introductory language and cultural awareness/assimilation classes on campus at our international partner university.

The experience also provides students with the opportunity to learn about themselves, discover new strengths and abilities, conquer new challenges and solve new problems. Students likely encounter situations that are wholly unfamiliar and learn to adapt and respond in effective ways, while increasing cultural understanding and respect, for diverse values and traditions of other countries.

Thanks to funding from the Australian Government’s AsiaBound Grants and New Colombo Plan Mobility Programs, GBS is providing additional financial assistance to increase the number of Australian students participating in a work integrated learning experience in the Indo-Pacific region. This initiative supports Griffith’s long-term strategic focus on building strong relationships in Asia and equipping our graduates with appropriate skills and knowledge for the Asian Century.

During Summer Semester 2015-16, eligible Australian GBS students will be financially supported by AsiaBound and New Colombo Plan funding to live and work in various Indo-Pacific locations including Bali, Beijing and Seoul. Students will also be heading back to Essen in Germany.

Due to Kiri’s and Alan’s efforts, increased options for global mobility internships and generous financial assistance for Australian students from the Federal Government, business is booming. Online student registrations indicate that participant numbers will triple from previous years - a new GBS WIL World Record. Congratulations team!

With preparations well underway, we wish all the very best to our Global Interns for this coming Summer Semester. No doubt it will be a transformational experience on an academic, professional and personal level!

The WIL Team looks forward to working with our students, industry partners and all stakeholders across the coming months. We look forward to our next edition of Where there’s a WIL and to provide updates on the wonderful experiences and opportunities afforded to our participants.

Until then, our best wishes to all.

Alan, Lynlea and Kiri