



GRIFFITH
BUSINESS
SCHOOL

GRIFFITH UNIVERSITY

**WOW
INDUSTRY
RESEARCH
SHOWCASE
PROGRAM**

Program

Friday 10 November 2023

Emporium Hotel, (Frangipani Room Two & Three)
267 Grey Street South Brisbane

8.30 – 9.00 am
Foyer

Registration (tea and coffee on arrival)

9.00 – 9.15 am

Welcome address and Acknowledgement of Country
Professor Chris Fleming, Dean (Research), Griffith Business School

9.15 – 9.25 am

Centre for Work, Organisation & Wellbeing: Welcome
Professor Paula Brough
Centre Director (WOW), Griffith University

Snapshot of recent research projects

9.25 – 10.30 am

Professor Jennifer Loy, Griffith Business School – 'Digital Business Innovation'
Dr Paula Mowbray, Griffith Business School – 'Meaningful employment for people with disability'
Dr Sudong Shang, Griffith Business School and Sarah-Jane Robson, UnitingCare Qld – 'Optimise the Occupational Wellbeing of Australian Healthcare Workers'

10.30 – 11.00 am

Morning tea and Research candidate poster presentation

Professor Paula Brough – 'Psychosocial safety climate'

11.00 – 12.30pm

Table discussions

Panel session (Q&A)

Concluding comments and Door prizes

12.30 – 1.30 pm

Lunch and networking
Research candidate poster presentations

2pm

Event close

Speaker bios

Professor Chris Fleming, Dean (Research), Griffith Business School

Chris Fleming is a Professor of Economics and Dean (Research) at the Griffith Business School. Formerly the Director of the Griffith Institute for Tourism (2020–2021) and Director of Griffith University's MBA program (2015–2020). He teaches, researches, consults, and provides public policy advice on the economic determinants of well-being and the sustainable management of the world around us.



As an applied micro-economist his research and consulting interests include natural resource and environmental economics, climate change economics, tourism economics, social and economic project/program evaluation, sustainable development, and the economic determinants of subjective wellbeing. In collaboration with the Climate Action Beacon, Chris is involved in a number of ongoing research projects with a Pacific Island focus and is particularly interested in sustainable development pathways for Small Island Developing States in the Pacific and beyond.

He has previously been employed as a Senior Consultant for MainStream Economics and Policy, and Marsden Jacob Associates, as well as a Senior Advisor within the Sustainable Development Policy Group of the New Zealand Ministry for the Environment. He holds a Bachelor of Arts (Economics) from the University of Otago, a Master of Applied Economics with first-class honours from Massey University, and a Ph.D. (Economics) from the University of Queensland.

Professor Paula Brough, Director - Centre for Work, Organisation and Wellbeing, Griffith Business School

Paula Brough is a Professor of Organisational Psychology and Director of the *Centre for Work, Organisation and Wellbeing* at Griffith University in Brisbane, Australia. Paula's primary research and teaching areas are occupational stress and coping, employee mental health and wellbeing, work engagement, work-life balance, workplace conflict (bullying, harassment, toxic leadership), and the psychosocial work environment.



Paula assesses how work environments can be improved via job redesign, supportive leadership practices, and enhanced equity to improve employee health, work commitment, and productivity. Paula has authored over 85 industry reports, over 150 journal articles and book chapters, and has produced 12 scholarly books based on her research. Paula is an Associate Editor of *Work & Stress*, and is Board member of *Journal of Organizational Behaviour*, *International Journal of Stress Management*, and the *BPS Work-Life Balance Bulletin*. Paula is a Fellow of the *European Academy of Occupational Health Psychology* and a Fellow of the *Asia Pacific Academy for Psychosocial Factors at Work*.

Speaker bios

*Professor Jennifer Loy, Professor – Department of Business Strategy & Innovation,
Griffith Business School*

Professor Loy is an internationally recognised expert in design for digital manufacturing (3D printing and associated technologies) and strategic digital business innovation. She has recently published *3D Printing for Product Designers* (Routledge) outlining technology adoption strategies and business model innovation. Her background is in design and changing practice, and her current role is Professor of Digital Business Innovation at Griffith University. Jennifer works collaboratively across disciplines developing innovative practice based on values-based, digital design with a strong disruptive technology impact focus. As such, she runs disruptive technology workshops (for individual companies, industry sectors, and public services) and leads projects in digital transformation. Jennifer has considerable research experience on digital manufacturing and supply chain innovation, strategies to future-proof workforce and changing practice in response to disruptive digital technologies across industry sectors and defence.



*Dr Paula Mowbray, Senior Lecturer – Department of Employment Relations and Human
Resources, Griffith Business School*

Paula Mowbray is a Senior Lecturer in the Department of Employment Relations and Human Resources at Griffith University in Brisbane, Australia and a member of the Centre for Work, Organisation and Wellbeing. Paula's research focuses on human resource management and the HR practices and leader behaviours that contribute to high performance cultures, employee engagement and inclusive environments that foster employee participation and involvement. Paula has been involved in research and consultancy projects concerning employee voice and participation within high performance organisations; meaningful employment for people with disability; employee engagement; organisational culture; leadership development; executive performance management; and the development of HR scorecards and company values and behaviours' frameworks. Prior to her academic career, Paula worked across a diverse range of organisations including the public sector, multinationals, management consulting and small business.



Speaker bios

Dr Sudong Shang, Lecturer – Department of Employment Relations and Human Resources, Griffith Business School

Dr Sudong Shang is Lecturer in the Department of Employment Relations and Human Resources and is affiliated with the Centre for Work, Organisation and Wellbeing (WOW) at Griffith Business School. Before joining Griffith University, he served as a research fellow at Waikato Management School, New Zealand, and was part of the New Zealand Institute of Business Research (NZIBR). With a commitment to bridging academic scholarship with practical application, Dr Shang has been involved in projects such as the establishment of servant leadership and culture at Ebbort New Zealand in 2018. Additionally, he collaborated with the Community and Enterprise Leadership Foundation (CELF) to craft an impactful leadership development programme. Currently, he is part of one research team at WOW, collaborating with UnitingCare, and working on one ARC linkage project "*Optimising the occupational wellbeing of Australian healthcare workers.*" Dr Shang earned his Ph.D. in organizational psychology from the University of Waikato, New Zealand. His academic interests revolve around work-family conflict, leadership, and immigrants' acculturation. His research has been published in *Human Resource Management, Journal of Cross-Cultural Psychology, Journal of Business Research, Stress and Health, and Leadership & Organization Development Journal.*



Sarah-Jane Robson, Culture & Capability Lead, Health, Safety & Wellbeing, UnitingCare Qld

Sarah-Jane is subject matter expert providing knowledge and guidance to UCQ on psychosocial risk management. She is passionate about mental health and wellbeing and provides expert advice in integrating these elements into safety management systems. With a career in health, safety, rehabilitation and return to work compliance and strategy spanning 17 years she has worked with QLD businesses across a diverse range of industries providing education and advice to build capability and maturity in safety and injury management systems. Sarah-Jane is a registered Rehabilitation Counsellor and Lead Auditor in safety management systems with a degree in Social Psychology. Her career objective is to positively influence the working lives of others, to support and educate workers and leaders to create working conditions that ensure workers are safe from physical and psychological harm. She strongly believes that we can all have healthy, happy, safe, and productive working experiences with the right guidance.

