

## UQ Matrix: Linking Senior Professionals

*Matrix (n):*

1. *the cultural, social or political environment in which something develops;*
2. *an organisational structure in which two or more lines of command, responsibility or communication may run through the same individual*

*(Oxford Dictionary)*

In many disciplines, a matrix is a structure that contains and provides connection between the elements within it: in so doing, it enables something greater than the sum of the parts.

**UQ Matrix** is a network designed to provide opportunities for connection and communication between senior professional staff across the university, to promote the development of ideas, opportunities and innovation. Staff at HEW level 9 and above are invited to attend UQ Matrix events and to connect with the network via our [Yammer group](#).

### Terms of Reference

There is an identified opportunity to enhance connections and collaboration amongst senior staff across the university. This cross-functional, open network of staff at Hew 9 and 10 level provides three key benefits:

#### ***Fostering connections and collaboration across organisational units***

- Provide space and defined time to get to know who is out there, what their role is and their strengths, skills sets & interests
- Create informal links and loose networks to capture & share tacit knowledge
- Increase avenues for support with problem-solving and enhanced collaboration

#### ***Enhancing organisational information sharing and innovation***

- Organisational:
  - Improve direct communication with the university executive about organisational direction, environment, strategy & priorities
  - Create opportunities for feedback and engagement to facilitate input into strategic discussions
- Cross-unit:
  - What is happening, who is involved and who should be / could be involved in collaborative initiatives
  - Improving links between projects to ensure alignment, reduce overlap and identify opportunities for shared initiatives
  - Sharing previous experience and lessons learned
- Enhance opportunities for innovation and the creation of new knowledge in the organisation

### ***Supporting career development and opportunities***

- Opportunities for connection to improve mentoring and sharing
- Sharing career stories and identification of opportunities to move forward
- How to navigate leadership and career in complex organisations
- Provide opportunities for development, particularly for HEW 9 staff seeking to develop into more senior roles

### **Roles of members:**

The network is an open, opt-in environment. It is anticipated that different staff members will connect with the group through different events as their interest and availability allows. The network is intended to be flexible for this purpose.

In order to ensure the success and utility of the network, it is essential that staff members in attendance are willing to connect and share information from their areas, and disseminate information from events back to their organisational units and other networks.

### **Governance:**

The network is guided by a reference group and coordinated by [Tamma Sorbello](#) (Organisational Development, HR Division) as an adjunct to [UQ Leadership](#). Ideas, input and feedback are always welcome - please contact Tamma for more information.