

Leadership and Change Management in Higher Education: A Conceptual Review

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SWINBURNE
UNIVERSITY OF
TECHNOLOGY



California has over 420 public beaches



Best beaches

Same area

**1-week
vacation**

Similarities

Differences

Leadership and Change Management in Higher Education: A Conceptual Review

**Preferred reporting items for systematic
reviews and meta-analysis
(PRISMA) Approach**

PRISMA Approach

2015-2022

✓ 592 records
✓ 21 papers
(inclusion criteria)

Research Publications

3 themes: Leadership best practices to manage change in HE

Strategic plan

Clear vision &
purpose

Resources & activity
coordination

**Theme 1:
Strategic
Planning**



Joint decision-making

Partnerships & networks

Listening

Shared understanding

**Theme 2:
Stakeholder
collaboration
&
engagement**

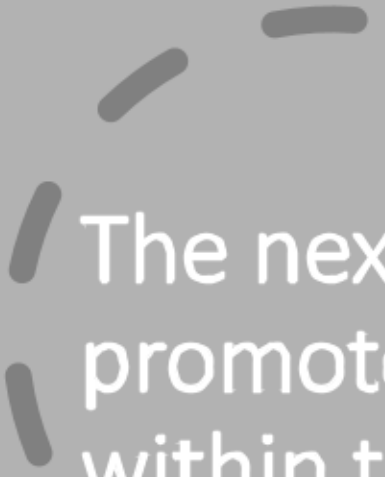
Needs & expectations

Praise & reward
staff for
contributions

Skill & information
acquisition

Helping staff cope
with change

**Theme 3: Staff
Development**



The next steps to promote leadership within the IA profession



- Mentorship
- Succession planning



- Self-awareness
- Self-care

