



Our research team wishes you a happy and successful 2015! We look forward to many opportunities to meet and work with you this year.

In this brief we provide an **update** of the four streams of research in our Emergency Volunteering Project (EVP):

1. Valuing volunteers-Reconciling volunteer expectations & experiences in emergency services. This is a research project by PhD candidate Bill Calcutt.
2. Redesigning leadership-self-determination theory and emotional intelligence. A Leadership Development Program developed by a multidisciplinary team of University of Wollongong academics. Research is conducted by doctoral students Vivien Forner and Nick Popov.
3. Gender balance research study.
4. An examination of emergency management cadetship programs.



**This newsletter provides end-users and researchers with a medium for exchange
Please feel free to engage with us along the areas of thought**



Valuing volunteers

In November, Bill Calcutt successfully presented his research proposal to the Higher Degree Research committee of the Faculty of Business, University of Wollongong. The committee reviews first year PhD proposals for continuation of candidature against standards such as research design and methods, the candidate's knowledge of the field of research, the thesis outline and timelines.

Lyndsey Wright, Research and Education Manager of the BNHCRC attended the presentation.

Leadership Development Program

The second and last workshop of the Leadership Development Program (LDP) was held on Saturday 22 November 2014 in the heart of Sydney. Analysis of this experimentally designed program, based on the

psychological Self Determination Theory, is currently underway. Early findings suggest that volunteers, both the leader as well as the people who report to the leader (direct reports) are more satisfied in their role in the emergency service after the leader has completed the course, and importantly, are less likely to want to quit.



Michael Jones with participants from the NSW RFS and NSW SES at the LDP workshop

While the 2014 LDP was a pilot program and more data is required, we hope to be able to demonstrate that the retention of volunteers in an emergency organization can be enhanced by providing leaders with meaningful tools that have a positive flow-on effect to their direct reports. Our team is currently in discussion with the NSW SES to roll out the program over more units in the service. **We would like to invite other agencies to be involved in this program also. Please contact Michael: mjones@uow.edu.au**

Gender balance

Recent work on the Gender Balance (Gender Equity) study has focused on establishing available research documentation and policies from the various emergency services in Australia on this subject. It is our aim to develop this research in such a way that it benefits the emergency services at large. **Your input is most welcome.**

Cadetship program

The interviews held with members of the WA Department of Fire and Emergency Services some months ago, are currently being analysed and desirable exemplar practices of cadet leadership will be determined. Further studies in NSW and other States will be conducted according to an audit of cadet related research across Australia. **Your input is most welcome.**

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