

Policy number	P35	Version	5
Approved by ABG on	17 August 2026	Scheduled review date	Aug 2031

1. Purpose

The purpose of this policy is to articulate the academic abilities, personal qualities and transferable skills which all students/candidates will have the opportunity to develop as part of their National Institute of Organisation Dynamics Australia (NIODA) experience.

2. Scope

This policy applies to all NIODA students and candidates.

3. Policy Statement

NIODA is committed to the development of the whole person and through this development, the capacity of its candidates/students to make a positive contribution to the communities and workplaces in which they live and work. To this end, a number of Graduate Attributes have been defined. These attributes inform the development and review of NIODA's academic programs, research and consulting projects.

4. Principles

NIODA seeks to nurture in its graduates the following ten attributes:

- Discipline
- Curiosity and Investigative Inquiry
- Independent and Critical Thinking
- Resourcefulness and Responsibility
- Effective Communication
- Confidence
- Adaptability
- Experienced Collaborators
- Ethically and Socially Aware
- Reflective Learning

The academic, personal and transferable dimensions of these policies are articulated in the table in Appendix 1.

5. Processes

The Graduate Attributes underpin NIODA's pedagogical approach to bringing into effect the learning outcomes of each subject. Graduate Attributes are linked to course and subject learning outcomes through constructive alignment.

Students and candidates will enter their degree with a range of levels of capabilities in regards to the attributes. It is expected that during their study that there will be incremental development for each student or candidate at their own rate of progression. A more complex understanding is achieved as students and candidates progress through their course to ensure that on graduation tangible outcomes as identified in Appendix 1 – Graduate Attributes and their Academic, Personal and Transferable Dimensions are achieved.

6. Responsibilities

It is the responsibility of the Academic Board of Governance to approve and review this policy.

It is the responsibility of academic staff to foster these attributes in their course delivery.

It is the responsibility of all NIODA students and candidates to be informed of the Graduate Attributes.

7. Related Documents

Scholarship in LTRC Policy

Quality Assurance Policy

Course Development and Review Policy

Appendix 1 – Graduate Attributes and their Academic, Personal and Transferable Dimensions

Attribute	Academic Dimension	Personal Dimension	Transferable Dimension
Discipline	Understand and respect the values, principles, methods and limitations of systems psychodynamics.	Possess a breadth and depth of knowledge in systems psychodynamics.	Possesses and practices discipline-relevant professional skills, knowledge and competencies
Curiosity and Investigative Inquiry	Are intellectually curious and engage in the pursuit of the new knowledge and understanding	Are able to locate, analyse and synthesise information from a variety of sources and media.	Are able to investigate problems and consider interventions.
Independent and Critical Thinking	Identify, define and assess complex issues and ideas	Exercise critical judgement in evaluating sources of information and constructing meaning.	Apply creative, imaginative and innovative thinking, ideas to complex issues.
Resourcefulness and Responsibility	Are experienced in self-directed learning and authentic research-led enquiry	Are motivated, conscientious and self-sufficient individuals capable of substantial independent work.	Manage their personal performance to meet expectations and demonstrate drive, determination and accountability.
Effective Communication	Articulate complex ideas with respect to the needs and abilities of diverse audiences	Present their ideas clearly and concisely in high quality written and spoken English or through other creative mediums such as video or podcast	Communicate clearly and confidently, and listen and negotiate effectively with others.
Confidence	Defend and engage ideas in dialogue with peers and challenge discipline assumptions	Possess excellent interpersonal and social skills fostered within an international community of practice.	Demonstrate enthusiasm, leadership and the ability to positively influence others.
Adaptability	Experience multi-disciplinary and/or interdisciplinary learning in an internationally renowned institution.	Respond flexibly and adapt their skills and knowledge to excel in unfamiliar situations.	Demonstrate resilience, perseverance and positivity in multi-tasking, dealing with change and meeting new challenges.
Experienced Collaborators	Engage with the scholarly community and respect others' views and perspectives.	Understand the challenges of working in groups and teams of varying sizes and in a variety of roles.	Conduct themselves professionally and contribute positively when working in a team.

Attribute	Academic Dimension	Personal Dimension	Transferable Dimension
Ethically and Socially Aware	Consider and act upon the ethical, social and global responsibilities of their actions.	Seek out exposure to the richness of multicultural and international experiences, opportunities and ways of thinking and actively consider the paradigms within which we are working.	Have a practical, contemporary, and critical knowledge of relevant professional, ethical and legal frameworks.
Reflective Learners	Use feedback productively to reflect on their work, achievements and identify.	Set aspirational goals for continuing personal, professional and career development.	Identify and articulate their skills, knowledge and understanding confidently and in a variety of contexts.