

Dr Styles Curriculum Vitae

Personal details

A/Prof Robert Styles

T: 0419655448

E: robert.styles@anu.edu.au

Nationality

Australian permanently residing in Australia

Professional qualifications

PhD - The Australian National University

BMus - Otago University

DipTAA - Personal Development Training

Accredited Member, Association for Contextual Behavioural Science

Winner, Outstanding Trainer & Assessor of the Year - 2005 ACT Government Training Excellence Awards

Finalist, 2016 Workplace Excellence Awards - Australian Psychological Society

Winner, 2018 Workplace Excellence Awards - Australian Psychological Society

Professional and development work experience

Robert completed his PhD in organisational psychology at ANU. His training and research areas of expertise focus on healthy human and prosocial behaviour employing executive coaching, instructional design, facilitation, business & strategic planning and cultural change facilitation. Robert's research focus is in the rapidly developing field of contextual behavioural science (CBS) where he is one of a few leading international scientists applying and researching contemporary thinking on how language and cognition influences overt and covert behaviour in professional business and public contexts. This work is a collaborative effort involving ANU academics from Engineering and the Social/Political Sciences.

A central theme to Robert's applied work involves building the capacity of organisations and teams to respond effectively to complex adaptive challenges; a response to both relations-oriented and task-related diversity. This work has been instrumental in shaping prosocial inter-personal and inter-institutional relationships that has had direct implications for the distribution of effort and collaborative task performance required for the realisation of valued ends. For example, Robert convened and coordinated teams of academics and professionals who trained leaders and staff across a host of government agencies in Australia and overseas including government and higher education institutions from twelve African Nation States, six South Asian Nations, Bhutanese Government, Mauritian Civil Service, Australian Department of Finance, Australian Federal Police (AFP), National Museum of Australian Democracy (MoAD), National Library of Australia (NLA), National Archives of Australia (NAA), National Film and Sound Archive (NFSA), Australian War Memorial (AWM), National Museum of Australia (NMA), National Gallery of Australia (NGA), Australian Institute for Aboriginal and Torres Strait Islander Studies (AIATSIS) as these organisations developed and implemented strategy in response to changing contexts and priorities. In each instance, there was the need to build a more innovative culture and responsive systems

that utilised and nurtured intrinsic organisational talent. This work involved strategically reconceiving what core business meant by engaging departmental staff, teams and stakeholders in a series of structured but self-directed processes of transformation and change. In recognition of the quality of this work over the years Robert was awarded: 2005 Outstanding Trainer & Assessor of the Year by the ACT Government; and 2016 Finalist in the category of Organizational Change and 2018 Winner in the category Performance & Capacity Development, Australian Psychological Society Workplace Excellence Awards.

At ANU, Robert conducted adaptive leadership training for College Deans, Deputies and Heads of Schools. He was leader of a \$0.5Mil training program bid secured by ANU to develop a next-generation leadership training template for the Australian Public Service Commission (APSC) in 2012, a program which is still being utilised for training of the Senior Executive Services (SES) of the Australian Public Service. Robert was also head leadership consultant for the *Leading Australia's Future in Asia* Program between 2011-12, the most elite training program for senior executives of the APS; Program Convenor of the *Nanyang Technology University (NTU) Australia MBA Study Tour Program*; Program Convenor for the 2016 DFAT funded African Awards Courses on *Ocean Governance & Sustainable Fisheries, Mineral & Energy Economics* and *Supporting Energy Security in South Asia* hosted by ANU; and, Academic Convenor for *ANU Chinese University Administrators Training Program 2013-2016* conducted on behalf of the China Ministry of Education and the China Scholarship Council and involving senior Chinese executives, academics and researchers. Each of these programs focused on developing personal and institutional capacity for leading and implementing large scale reforms.

Organisations Worked With

Numerous government departments and NGO's including: FAHCSIA, Dept. of Finance, Dept. of Prime Minister & Cabinet, ANU, NLA, NAA, AIATSIS, NGA, AWM, NFSA, DEWHA, APS, APSC, AFP, Yamatiji Native Title Body, Sydney Catchment Authority, NSW Health, Nanyang Technology University (NTU), Executive MBA Singapore, China Ministry of Education, China Scholarship Council, Rhodes University, Ho Chi Minh City Council, Brunei Ministry of Finance, Bhutan Electricity Authority & Senior Energy Sector Officials, Saks Institute, Australian Parliament House and ICU Canberra Hospital.

Employment Record

Contextual Behavioural Scientist, The Australian National University (ANU)

2010 - Present

Research the development of pro-sociality, a contemplative pedagogy and principles of behaviour change to improve attention, situational awareness, emotional intelligence, relationships in personal and work settings, and sustained value directed performance. Provide tailored services informed by long-term research and evidence-based approaches to improving work and the workplace. Analysis and facilitation of organisational and cultural change initiatives designed to improve team and individual engagement, effectiveness, wellbeing and performance, and institutional strategic responsiveness to contextual challenges. Clients include: Dept. of Finance, Dept. of Foreign Affairs & Trade, Australian Federal Police, Museum of Australian Democracy.

Deputy Director (Strategic Engagement), Australia Pacific Security College, ANU

2019-present

Advise and consult into the Pacific in order to advance the security agenda of the Region and enhance critical thinking about national security pressures and facilitate initiatives in response to the expanded security areas prioritised by the Pacific Island Forum (PIF) Leaders in the 2018 Boe Declaration on Regional Security – climate, environment, human and national/traditional security.

As an Academic implement a multidisciplinary program of applied research and postgraduate education within the field of Contextual Behavioural Science.

Advisor, International Development, Crawford School of Public Policy, ANU

2017 - 2019

Provide strategic support and advice to the Crawford School of Public Policy regarding national and international engagement activities. Identify key development opportunities for the School, most particularly in Asia, that leverage the multidisciplinary research strengths and existing relationships of the School and realise real-world impact through executive education and research collaboration.

Director, Organisational Leadership & Performance - ANU Enterprise (commercial arm ANU)

2013 - 2017

National and international consulting in Organisational Leadership and Performance; Leadership and Management Development Higher Education and Public Sectors; Professional Skills Development for Senior Leaders and intact Leadership Teams. Program Convenor for the Australia Awards Africa Short courses - Ocean Governance & Sustainable Fisheries, and Mineral & Energy Economics; Academic Convenor for ANU Chinese University Administrators Training Program conducted on behalf of the China Ministry of Education and the China Scholarship Council and involving senior Chinese executives, academics and researchers.

Senior Consultant - Human Resources Division, ANU

2009 - 2012

Leadership and Management Development ANU and Public Sector; Associate Lecturer in Master of Public Policy Public Sector Leadership (ANU Crawford School of Public Policy); Mentoring, Coaching, Counselling and Career Development for senior ANU academics and executives; Professional Skills Development for senior academics and staff through ANU Centre for Career Development; Leadership Mentor and Coach for the Australian Public Service Commission and Dept. of Foreign Affairs and Trade's SES leadership Programs 'Leading Australia's Future in Asia' and 'Leading Australia Future in Asia Pacific' in 2012. Developed the Australian Public Service (APS) Senior Executive Services (SES) Bands I, II and III Leadership Training Model on behalf of the Australian Public Service Commission (APSC) in 2011-12.

Consultant & Executive Member - The Human Dimension Pty Ltd

2006 - 2009

Director and facilitator of customised organisation and people development initiatives into the Australian Public Sector including Dept. of Environment and Heritage and Dept. of Families, Community Services & Indigenous Affairs (FaCSIA); Instructional Design; Business & Strategic Planning; Cultural Change Facilitation, Personal Effectiveness Coaching; Training & Assessing.

Executive Director - Blended Learning International Pty Ltd

2004 - 2006

Company Director; Strategic Planning; Manager of Associate Business; Maintain Compliance as an RTO; Instructional Design; Training & Assessing. Develop and delivered change management and skills training programs for staff of the National Library of Australia (NLA), National Archives of Australia (NAA), National Film and Sound Archive (NFSA), Australian War Memorial (AWM), National Museum of Australia (NMA), National Gallery of Australia (NGA), Australian Institute for Aboriginal and Torres Strait Islander Studies (AIATSIS) for the transition to electronic and digital archives and records.

Publications

- Styles, RG 2015, *How words and speech influence covert and overt behaviour: A functional self-discrimination measure of verbal behaviour*, Doctoral Thesis, Australian National University.
- Styles, RG & Atkins, PWB 2016, *The Functional Self-Discrimination Measure and Interview: A Measure of Verbal Behaviour that Predicts Wellbeing*, Leanpub, Canada.
- Styles, RG & Atkins, PWB 2018, *Measuring perceptions of self and others in what people say: A replication and extension of the functional self-discrimination measure*, Journal of Contextual Behavioral Science, vol. 9, pp. 45-52.
- Styles, RG 2007, *The History of Music*, Leanpub, Canada.
- Styles, RG 2019, *The Conversation: Orchestrating Evolutionary Change*, Leanpub, Canada.
- Atkins, PWB & Styles, RG 2012a, *A Behavioral Measure of the Construction of Self as Story, Process and Perspective*, paper presented to the Academy of Management, Boston, MA.
- Atkins, PWB & Styles, RG 2012b, *Changes in self-construal as a result of a MBSR course: Application of a new behavioral measure*, paper presented to the Academy of Management, Boston, MA.
- Atkins, PWB & Styles, RG 2015, *Mindfulness identity and work: Training creates a more flexible sense of self*, in J Reb & PWB Atkins (eds), *Mindfulness in Organizations: Foundations, Research, and Applications*, Cambridge University Press, UK.
- Atkins, PWB & Styles, RG 2016, *Measuring self and rules in what people say: exploring whether self-discrimination predicts long-term wellbeing*, Journal of Contextual Behavioral Science, vol. 5, no. 2, pp. 71-79.