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Russell Docking

Principal Consultant

Skill Resource Management Systems Pty Ltd

Russell Docking, B.Sc., Dip.Ed., B.Ed., Ph.D is a specialist in competency-based assessment and certification and has been actively involved in developing policies and implementing new procedures in assessment and certification in all areas of education and training. He has extensive experience in industry, education and the professions in the identification of competencies, the validation of competency standards, and the development of competency-based systems for human resource management.

After some years as a teacher and as an adviser to university academics on assessment, he became a senior lecturer in education at Murdoch University specialising in educational measurement (1974-86). During these years he worked extensively with TAFE staff on competency-based assessment methods and developed many assessment and certification models that are now in widespread use.

In 1987 he was recruited to the WA Department of Employment and Training to restructure the apprenticeship system as Manager, Training Development and later Manager, Evaluation and Standards Branch. Here he developed Australia's first large scale competency-based training and assessment system, including strategies for competency identification, competency-based assessment in the workplace, competency-based training in TAFE, and management of competency information.

In 1989 he joined the WA Ministry of the Cabinet and Public Sector Management to be Director, Productivity and Training Development. Here he was responsible for the development of competency-based human resource management systems for Public Sector and preparation of key personnel components of the structural efficiency agreement between the Government and Public Service Union. Russell set in motion reforms in the specification of jobs, recruitment and selection, performance appraisal and training that are now being implemented.

He also developed a competency-based approach to the recognition of skills of overseas-trained trades and professionals, and assisted with the development of TRAC (Training in Retail and Commerce) with the Dusseldorp Skills Forum in NSW Hunter Region, and the ACCESS system for Tourism Training Australia (1990).

After a period as Principal Consultant to the Dusseldorp Skills Forum (1991), he launched Skill Resource Management Systems Pty Ltd which now provides consultancy services to industry, professional bodies, semi-government agencies, government committees, government departments, schools, TAFE and universities.

He specialises in providing advice in, and systems for identifying competency requirements of new or existing processes in the workplace,; determining standards for individual competencies and groups of competencies; designing assessment methods to measure competency levels of potential or current employees; developing competency-based record-keeping systems that integrate on-the-job and off-the-job training; developing competency-based decision-making systems for skills audits, training evaluation and assessment monitoring; and developing competency-based systems to integrate all aspects of human resource management.

He conducts workshops throughout Australia on competency-based assessment, competency-based HRM and RPL, and has developed computer software for the management of competency information for assessment and certification.

Russell has been involved in a number of projects involving Industry Training Advisory Boards. This includes work for the Public Administration ITC on competency identification and RPL, for the Small Business CSB on competency identification, for the Transport ITC on assessment methods, for the Forest Industries ITC on assessment and accreditation systems and for the Hospitality and Tourism ITC on assessment systems. He has also provided services to the mining sector, including advice on competency-based assessment and training for Comalco at Weipa, advice on assessment and training systems for Alcoa; and assistance with trade training systems for a number of mining companies in the North West of Western Australia.

Russell is much sought after as a keynote speaker for conferences and as a convenor of workshops. Conference and workshop topics are developed to meet client needs and can be used to motivate, to inform and to entertain. Typical topics include:

- ◆ The competencies of competencies.
- ◆ Competency-based management: Applying competency standards to enhance management systems.
- ◆ Managing and enhancing your own competencies.
- ◆ Developing useful competency standards.
- ◆ Assessing the competency assets of your organisation.
- ◆ Competency based performance management.
- ◆ Targeting training to achieve organisational objectives.
- ◆ Leadership through the recognition and employment of competencies: 'An expert is a person who knows when to consult another expert'.

Russell brings a wealth of experience as a teacher, as a senior academic, as a senior public servant and as a consultant to government and private sector organisations throughout Australia. His work has brought him into close contact with all industry areas, including the public service, transport, mining, forestry, automotive, health, building and construction, finance and business services, hospitality and tourism, food, manufacturing, primary industry and information technology.

Russell is a passionate advocate of making the best of the human resource – he maintains his national recognition as a leader in the field through active participation in research and teaching, and through work with practitioners in these areas as a public speaker and consultant.

CLIENTS INCLUDE

Agriculture WA

Alcoa

Aust. Board of Architects

Aust. Institute of Criminology

Aust. Institute of Management

Aust. Physiotherapy Association

Aust. Services Union

Catholic Education Office (WA)

Challenge Bank

Comalco

Containers Packaging Pty Ltd

Curtin University

Dept Productivity & Ind. Relations WA

Dusseldorp Skills Forum

Education Dept of S.A.

Hospitality & Tourism Industry Training

IES Conferences

IIR Conferences Pty Ltd

Macquarie University

Mercator Software Pty Ltd

Murdoch University
National Automotive Industry Training Board
National Centre For English Language Teaching
& Research
National Centre for Vocational Education Research
National Forest Industries Training Council
National Office of Overseas Skills Recognition
National Training Board
NSW Board of Studies
Occupational Therapy Assoc. of Aust.
Office of Education and Training (WA)
Peter Kearns and Associates
Pharmaceutical Association of Australia
Public Admin Industry Training Council
Public Sector Management Office (WA)
Public Service Commission (WA)

Public Transport Industry Employment
and Training Committee
Queensland Rail
Skills Assessment and Recognition Pty Ltd
State Energy Commission (WA)
Sydney Water Board
Telecom Australia
Victorian Education Foundation
VECCI
WA Ministry of Education
WA Retail Skills Centre
Westrail
Workcover Authority (NSW)
Work Skill Australia.

CLIENT FEEDBACK

“Obviously very knowledgeable in subject area, presents in a relaxed, easy to understand manner”
Australian Taxation Office

“Most enjoyable – humorous, easy to comprehend and a great degree of knowledge ...excellent use of real life examples and humour”
South Australian Public Service

“Russell brought what could have been a dry subject alive”
National Native Title Tribunal

“Excellent coverage of a complicated, extensive system, with many observations, anecdotes, stories and examples”
Australian Broadcasting Corporation

“Dr Docking has an outstanding depth of knowledge and the ability to deliver the knowledge in a number of ways to suit the people present”
Australian Customs Service