



Positive Change Consulting

Improving business performance through people.

Newsletter February 2004

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"One of the symptoms of nervous breakdown is the belief that one's work is terribly important and that to take a holiday would bring all kinds of disaster. If I were a medical man, I should prescribe a holiday to any patient who considered work important"

Bertrand Russell (1930)
"Conquest of happiness" Quoted in Benchmarking HR July 14, 2003



What participants have said

*"Focused on practical-achievable action".
'Dealt with 'Big Picture' (mega-managing) to micro-managing".*

"Great – presenter kept everything on track, spent time with groups and gave helpful input".

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Thank you to all those people who responded to our first newsletter, wishing us well. We made a New Year Resolution to produce a **monthly** newsletter, but can't believe the time has come around again.

Work / Life Balance 7th Annual Benchmarking Survey

Here's your chance to assess your workplace's status in work-life balance. This survey is a collaborative venture between CCH and the Work-Life Balance company.

CCH is offering an attractive incentive to take part. Participating in this research means that not only will you receive a free copy of the Summary Report but you also have chance to WIN a Case of Wine. Click [below](#) to find out more.

http://www.cch.com.au/marketing.asp?document_id=45554

Innovation

Have you ever wondered why some people thrive on change; while others resist, caving in under the onslaught, anxious, demotivated or destructive?

Innovation might be driven by new ideas or technology or, but it's people who make it happen. Or not!

"Leading Innovation – Action Planning for Results"

Positive Change Consulting, in collaboration with one of our Associates Kerry Guppy of Guppy Enterprises P/L, is running two workshops in Ballarat, as part of the **Australian Innovation Festival** which runs between May 3 -16.

No we can't show you how to be brilliant, creative or innovative; you can probably teach us something about that.

We **can** show you how to:

- implement new ideas, while keeping up current work commitments;
- handle the "people issues" and overcome anxieties
- encourage "buy-in", communicating to encourage commitment
- keep track of what is happening, using **ProjectRoom™**, a web-based project management tool, for monitoring progress.

Focus on Leadership

We find that most people, no matter what industry they are in, find it a challenge to see themselves a leader unless they are positioned at the top, as 'The Boss'. They see their responsibility as managing the everyday issues, making sure things happen; as a leader they find they have to consciously switch hats, look at the bigger picture and then work on 'leading' people - taking their staff with them, developing teamwork and encouraging commitment.

We've worked with leadership teams in schools and now three Metropolitan councils have booked us to present workshops on **"Leadership of Staff - Working With Staff to Grow Your Business"**, to their small/medium business owners. The "people issues" are often seen as the most daunting and yet by understanding how to use simple communication strategies it is possible to avoid unproductive conflict and build teamwork.

Small Business

Jenny has also been employed by the Australian Catholic University to run its **Small Business Management** course, one of the units in it's Masters of Management program. It's been a fantastic opportunity and challenge to fit our practical knowledge into a bigger picture and theoretical framework, without losing the practical application in academic theory.

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Jennifer McCoy
Director & Principal Consultant

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"Remember that the six most expensive words in business are: 'We've always done it that way.'" -Catherine DeVrye

We'd love to hear your feedback.

Jenny McCoy & Tony Austin

Privacy Policy

Your name and address, if submitted to these pages, will not be used for other purposes.

Why are you on this list?

You could be any of the following:

- a client
- we've swapped business cards
- a member of MBN, BNI, or another networking group that we are part of.

Email:
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to update contact details, or be removed from this list.