



Positive Change Consulting

Improving business performance through people.

Newsletter May 2004

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"The Arrival of a good clown exercises a more beneficial influence upon the health of a town than the arrival of twenty asses laden with drugs". Thomas Sydenham, Seventeenth-Century Physician

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A Family Affair

Hey, this was fun after all. Master of Management all round (Australian Catholic University). That's Tony on the left and my brother Alistair McCoy. Perhaps all the hard work was worth it, if only for the celebrations and pictures in the family album.

However, let's be realistic – and honest.

*"Nothing in the world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. **Education will not; the world is full of educated derelicts.** Persistence and determination alone are omnipotent. The slogan "press on" has solved and always will solve the problems of the human race. **Calvin Coolidge.***

So back to the things you're interested in.

Managing Employment Challenges

If you are a small-medium business owner, without the support of an HR department, consider the challenges faced by this new client of ours. Her business is expanding rapidly, she is putting in place great plans for involving her staff in the business growth. Our role is to make sure all systems are in order and business risks managed.

Then the bombshell! A letter accusing her of the Unfair Dismissal of a probationary employee, on Equal Employment Opportunity grounds. This lady must now prove the fairness of her decision, producing records of the probationer's inadequacy for the role. While this case may be proved to be unfounded, nonetheless it highlights the need for strict compliance and absolute accuracy in record-keeping. You can do without this kind of stress.

So where do you start? From the beginning, by clearly **establishing expectations** of the person's role, responsibilities and skills. Have you got **job descriptions** that accurately describe what the person will do? **Employment agreements** that include a **probationary period**? An **induction program**? Do you have a **Performance Management system** that links, and assesses fairly, the contribution of staff to your business growth? Have you got records? And are your staff clear about how you want them to serve your clients?

If you don't have an HR department, ask us about setting up a sound employment foundation for growing your business.

Work/Life Balance – [Managing you]

Life and work today is so pressured by constant change. One strategy is to manage **You** and your life, like a business? Film stars and supermodels have been doing this for years.

Try taking one step back from all the pressures, give yourself some room to think, perhaps with a glass of Red at hand. Now:

- ◆ Think of yourself as Me Pty Ltd.
- ◆ Brainstorm some dreams - where you'd like to go, what you'd like to achieve. Don't reject any of them.
- ◆ List the challenges you face at the moment:
 - **Let go** of those that are outside your control
 - Select those over which you have the most control
 - Stop procrastinating! **Deal with them.**
- ◆ Set some goals, broken down into step-by-step tasks, & dates and work at ticking them off the list.
- ◆ Try this idea (from Jen McVeity). **Create a poster**, from pictures cut out from magazines, that reflects all the things you want to do in the next year. Put it up where you can see it and forget about it. You will be surprised to see how many of those things you really do achieve.

Accept the challenge? Please keep us posted.

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In the
interests of
family
solidarity



Jennifer McCoy
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We'd love to hear your
feedback.

**Jenny McCoy &
Tony Austin**

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