



Positive Change Consulting

Improving Performance Through People

Newsletter 5 2005

In this edition:

- What's driving workplace change?
- Generation Y
- Put yourself in control of the changes
- How to write a book!



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What's driving workplace change?

Work is now a substitute for religion and family, for some at least. Helen Trinica & Catherine Fox editors of AFR BOSS Magazine, speaking at AHRI's Annual Convention (Syd. June 2005) basing this assessment on research for their book "Better than Sex", suggest that people work to give their lives reason and meaning.

Cause for serious concern? Not entirely. This attitude, combined with more women in the workforce and Gen Y who have different expectations and demand acknowledgement of their contributions, plus professionals arguing the value of ideas and thinking over hours spent, are driving workplace change. People want a pleasant work environment, where they 'get on' with their colleagues; they will negotiate for flexibility. CCH 10/6/05

Generation Y

Gen Y, (aged 15-24 = 14% of the population) are a change-force to be reckoned with, judging by any one of the raft of books emerging. Just browse the bookshops. They want training programs, time off to travel, flexible working hours, appreciation for what they do. They want to know that the job's worth doing – or they won't do it. They'll move jobs if they don't like you and tell their friends via SMS what you're really like.

Put yourself in control of the changes

Whatever the reason, workplaces are changing and leaders and business owners need to take the challenge seriously - to question the way they manage people, develop leadership skills, learn how to coach staff to bring out their potential. **Where do you start?**

- **Read: "2 Way Feedback: How to build more effective staff relationships through a culture of constructive feedback."** [More information and on-line purchase available](#)
- **Focus on you.** As a workplace leader - manager or business owner - do you give yourself time and space to reflect on where you are going and why? Is the business all-consuming? Do you have enough time for friends and family? Or you? Why not consider a Business Coach to help you find a different perspective? [More information and a complimentary discussion.](#)
- **Train** your managers and team leaders to think and act like leaders, to become a coach and mentor for your staff. Book a **Leader as Coach and Mentor** Workshop now. [More information.](#)

How to write a book!

It's easy really! Just follow these simple steps.

1. Surround yourself with experts
2. Start writing
3. Take (some) of their advice
4. Revise and re-edit 15-20 times
5. Then relax and enjoy the results
6. Oh, and don't forget the champagne!

Check out Steps 5 & 6 [here!](#)

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We'd love to hear your feedback.

Jennifer McCoy & Tony Austin

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The purpose of this Newsletter

Positive Change Consulting shows people how to build great leadership, manage change, improve teamwork for business productivity – and restore balance to your life.

In this newsletter we aim to alert you to the latest research into leadership, report people-related workplace news, suggest ways for encouraging staff involvement to improve your business and alert you to the things we are doing and the services we can offer you.

**We welcome
Contributions**

Please contact us if you would like to contribute to this newsletter. Just email or phone to share any experiences.

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