

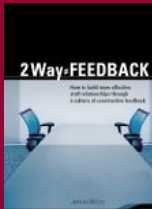
Positive Change Consulting

Improving Performance Through People

Newsletter 4/2006

In this edition:

- Best Wishes
- Focus on Solutions
- Questions to ponder



Don't miss out. Only \$24.95 & pack/post.

* Now available as an **eBook** too. No need to wait for the post!

What readers have said!

"Our employees are all field workers, out working on their own with only intermittent occasions when we cross paths. "2 Way Feedback" has helped us create our team, making the most of every opportunity when we do meet, giving us practical points to act on and challenging us at times to re-think our approaches".

Kristian and Kerrie Guppy
[Auspro Solutions](#), Ballan Victoria

Best Wishes



We'd like to extend our best wishes to all our readers for a safe, restful and reflective festive season.

Thank you for your support this year - for your custom, letters and emails of encouragement. We look forward to meeting again in 2007.

Focus on Solutions

This year, more than ever before, we have been confronted with realities that just a few years ago would have been unimaginable.

Skills shortages, an ageing population, generational challenges in the workplace - not to mention global warming and the implications of that - all could leave us feeling powerless and depressed if we focused solely on the problems.

However, this business is about 'positive change', about seeking solutions and taking action to change the reality. Starting from 2007 we are going to focus on ideas and strategies to help you find those solutions to make the changes within your power. Starting with this newsletter we'll offer some ideas to challenge you over the festive season.

We did start to address one issue, Generations at Work, in Issue 3 of this newsletter, offering a bottle of Chandon Cuvee Riche to the best story about generations at work. Unfortunately the challenge only inspired a few respondents, and although encouragingly they came from both ends of the spectrum, no-one could develop a story. Want to know what happened to that champagne? Read more:

Questions to ponder

Pondering questions is a valuable way for us to move out of helplessness and into solutions-focused thinking. Powerful questions can help us:

- clarify our own problems
- consider options instead of an immediate choice
- think differently about things
- shift our perspective on issues
- realise our ability to change a situation
- stop and reflect instead of rushing onwards

You might like to think about these questions as you embark upon your festive break:

- What do I value most about my family, friends, neighbours?
- What are the strengths of the people I work with?
- What is my greatest asset?
- What else could I achieve (personally, professionally, in business) if I wasn't afraid of the consequences?
- What else could my entire family aspire to, if every member felt free to experiment?

A final reflection for 2006

"If I don't do it, who will?" "If I don't do it now, when will I do it?"
"If I am doing this only for myself, what sort of person am I?"

Jewish Sage c.2000 years ago

Carnegie Services Pty Ltd
T/A Positive Change Consulting
ABN 96 095 506 924



Jennifer McCoy
Director & Principal Consultant

Tony Austin
Director
Administration Manager

We'd love to hear your feedback.

Jennifer McCoy & Tony Austin

Privacy Policy

Your name and address, if submitted to this newsletter, 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 conference we've been part of
- a member of MBN, BNI, or another networking group that we belong to.

To **subscribe or unsubscribe** to/from this list, **please click [here](#)**.

**Positive Change
Consulting**

P.O. Box 543, Carnegie.

Victoria Australia 3163

T. 613 9563 4028

F. 613 9569 6168

M. 0425 726 340

E.

admin@positivechange.com.au

www.positivechange.com.au

W.

www.positivechange.com.au

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.

Email [here](#)