



Positive Change Consulting

Improving Performance Through People

Newsletter 2/2007

In this edition:

- Generations@Work
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- Taking the First Steps to Change
- Making small positive changes
- How to Give Feedback Constructively



Don't miss out.

Now available also

as an eBook!!

Generations@Work

We've seen the media coverage being given to the generations at work, largely focused on Gen Y (aged 17-27). But what about the rest of the staff. Where do they fit in? How do they feel about the attention and the realities of the workplace now? And do you know how to handle those realities to make sure everyone gets on together? There's some interesting research coming out, some positive perspectives on it all too.

- Check out the research appearing on the subject [See](#)
- Hear Jennifer speak on [Generations@Work or Generations@War](#)

Complimentary Coaching Session

Give yourself time and space to reflect on where you are going and how well, to **focus on solutions** rather than the problems?

- Are you having challenges with staff? Are the generations proving a challenge?
- Is business all-consuming?
- Do you have enough time for friends and family?
- Or yourself?

Why not consider working with a Coach (by phone & email or in person) to help you find a different perspective, develop leadership skills, achieve work-life balance ?

Ring 61 3 9563 4028 now or [Email here](#) for a Complimentary Coaching session

Taking the First Steps to Change

Jo Kruithof wrote a response to our article on New Year Resolutions last month, pointing out the real difficulties of making purposeful change, the part that is so often overlooked, overcoming initial resistance sufficiently to take the first step. [Read Jo's comments here.](#)

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[We'd love to hear your feedback.](#)

Why are you on this list?

You could be any of the following: a client we've swapped business cards with, a member a networking group that we are part of.

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

Taking those First Steps, even defining them in the first place, are usually the most difficult parts of the equation. But there are solutions. Find out [How to Help People Take the First Steps](#).

Making small positive changes

Make a serious commitment to minimising your footprints on the planet.

[Be The Change](#) - a not-for-profit organisation, with it's Australian arm recently established, and 'dedicated to inspire ordinary people to take responsibility for our collective global future through positive practical action'. It's Changing the Dream symposium is well worth your attendance.

[Greenfleet](#) - a non-profit organisation that, for a small investment, will plant 17 native trees on your behalf to absorb the greenhouse gases that your car produces in one year, based on 4.3 tonnes of CO₂ for the average car. Since 1997 it has planted over 2 mill. trees.

Learn How to Give Feedback Constructively

Teleseminar - Jennifer is interviewed by Kerrie Mullins Gunst of the Leadership Skill Center, speaking on "How to Give Feedback Constructively - even when someone's done something wrong". Some key questions covered included:

- Why is it worth giving feedback?
 - What's the secret to confronting difficult situations before they explode?
 - How to avoid excuses when you are giving feedback.
- [To read more](#)

"Every evening, write down the six most important things that you must do the next day. Then while you sleep your subconscious will work on the best ways for you to accomplish them. Your next day will go much more smoothly." -- Tom Hopkins



[Teleseminar: How to Give Feedback](#)

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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. Email [here](#)