



Positive Change Consulting

Improving Performance Through People

Newsletter 4/2007

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Top 6 Management Issues

The Top 6 management issues most likely to keep managers awake at night and in a sweat, most affect their world and negatively impact their organisation's bottom line are, according to a survey conducted by the Australian Institute of Management:

1. Pressure to achieve management objectives/outcomes
2. Work/life balance
3. Finding and appointing talented staff
4. Managing organisational culture
5. Developing organisational leaders
6. Retaining staff.

The July issue of Management Today, explores the survey results that highlighted these six. Sound and feel familiar to you? For the full report [See](#)

Work/Life Balance

To take just one of those Top 6, work/life balance doesn't necessarily mean the same for everyone. Some people cheerfully aim for a 9-5 role or less, and head for relaxation; others derive huge pleasure from their work achievements, following up work time with after hours reading and professional engagements. The balance lies in our personal values and the choices we make to maintain those values - ensuring we do keep family commitments, meet friends, keep a clear and open mind as well as fulfil our work commitments - without losing sleep. [Read more](#)

Achieving that balance for many managers and leaders usually takes some self-discipline, making a commitment to spend some time, regularly, reflecting on the things that matter for them and then adjusting any imbalance. **Some questions, to ask yourself in times of solitude:**

- What's life all about for you? What have you never discussed with anyone? What is your purpose?
- What's missing in your life?
- What's there too much of? What are your passions? What really gives you happiness?
- Where is your life out of balance?
- What would you like to accomplish before you die?

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**Time for Me - A
retreat for women
who deserve
nurturing**

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Source: Lou Tice of [The Pacific Institute](#),

Time for Me

This is our contribution to help improve the work/life balance for women, in small groups of 12 - a series of one-day Retreats held in the Hatha Yoga Studio in East Bentleigh. Starting Sunday July 22, it's a joint venture between 4 business women in complementary fields. Download brochure [here](#).

ICFA Conference 2007 [Melbourne Oct. 2-5]

Registration has opened so do check out this event. Jennifer is part of the planning team planning the event. We have 83 coaches and associated professionals coming from 10 countries - eg Australia (obviously), Belgium, Canada, NZ, Singapore, Sth Africa, Israel, UK, USA & Sweden. Truly international. Register your interest on the [ICFA website](#) and we'll keep you in-the-loop.

Worth reading

Tales from the top. 10 vital questions by Graham Alexander 2006. Piatkus. Have this book beside you when you set aside your own retreat time. Available through [Dymocks](#)

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 generations at work 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

Making small positive changes

Another site worth checking out in our search to understand what we can do to assist in making our living sustainable is [Elementree](#)

Disclaimer: any links provided are for your information only. They do not constitute an endorsement by us. So, please ensure that you fully investigate any

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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.

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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](#)