

Winter 2013 Newsletter

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Dear Colleagues,

I am delighted to announce that People At Their Best has moved into a new, creative space in Pitt Street Redfern. We look forward to capitalising on our new location to achieve even more synergy with our clients. Over the coming months we will launch our new office in some formal and fun ways and look forward to seeing more of you all.

More and more of our clients are realising the value of developing their staff. The headline story in *My Career* (*Sydney Morning Herald*, March 9-10) supported this contention when it reported unequivocally, “Organisations need to invest in the talents they have... they need learning and development programs so they can grow their own talent within their business”. It was an unambiguous message: because organisations can’t immediately recruit perfect candidates they must adapt and develop existing staff who are already the right cultural fit for their organisation. Further to this, organisations who made the *2012 BRW Best Places to Work* list were those who were actively developing their staff through training and learning and development programs. As reported in the SMH (20-21 April 2013), skills like communication are considered to be the most valuable when it comes to contributing to a business. Please give me a call if you would like to discuss how People At Their Best can help develop your people and their capability.

Reinforcing the need to develop staff, my most recent article for Storm magazine, states that to build greater engagement with staff, organisations need to offer career development opportunities and training. In the article published in April 2013, I write, “*Around the world, less than 1 in 5 workers are highly engaged. Put simply, most people are not working anywhere near as hard as they could be. More troubling still, about 25% of workers are actively **disengaged** with their companies, while the remaining 55% of workers are somewhere in the middle – doing their job but not really connected to their company. So what drives workers? Factors include the desire for greater clarity about what their company wants them to do, greater clarity around their career and clear development opportunities. The reality is that motivating and engaging workers is not easy but if you want sustained competitive advantage, you must find a way to achieve it. Having workers who are engaged in what you and your company are trying to do is critical for productivity, performance and profitability. So how do you improve worker engagement? First up, improve your organisations communication*”. To find out other ways, please click [Staff Engagement](#).

As a leader in your organisation, I wanted to share with you some new research from IEDEX which rates important leadership behaviours. People At Their Best have had a relationship with IEDEX for a number of years now as they provide what we believe to be the best 360 diagnostic on the market. Based on IEDEX’s extensive data and research the following are rated as among the most important leadership behaviours by Australian businesses:



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1. Delivering on commitments
2. Exercising good judgement and common sense
3. Treating people fairly

So how well do Australian Leaders perform? *'Delivering on commitments'* is identified as a strength but *'Treating people fairly'* only ranks 16th while *'Exercising good judgement and common sense'* is unfortunately a lowly 21st. These are all areas where People At Their Best has helped organisations and individuals perform better. Please talk to us if you want to find out how. Building on this we have posted on our website *'6 ways to enhance your credibility'*. Please [click here](#) to find out how.

In a departure from the usual subject matter of these newsletters, I wanted to share the success of Orangutan Foundation International (OFI) – an organisation we admire and donate to – which recently spent 2 years working towards the permanent conservation of the Rawa Kuno Legacy Forest of Central Kalimantan. People At Their Best are proud to have played a small part in ensuring that the vast 6,400-acre forest habitat will remain forever wild, untouched by logging, mining, palm oil agriculture and other destructive development. Without their rainforest habitat orangutan populations in the wild will disappear and so we feel privileged to have assisted in purchasing and protecting this land. I know that many of you have staff donation programs or are involved with charities. If any of you would like more information about OFI please let me know. Speaking of sustainability, we have also posted on our website a holistic framework for sustainability. Please [click here](#) to read more.

I also wanted to congratulate our Senior Associate Peter Barraket who completed his *Cert 4 in Workplace Training & Assessment* and has just built a fantastic 'Leaderships Basics' course for the Parramatta College. Peter is taking a well-earned break in France and like many of you is following the Tour de France.

I wish you and your organisation continuing success.



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