

## Thought of the Month

I once knew a guy who worked on a construction site. When the lunch whistle blew, all the workers would sit down together to eat. And every day, Sam would open his lunch pail and start to complain.

“‘Son of a gun!’ he’d cry, ‘not vegemite sandwiches again. I hate vegemite sandwiches!’”

He whined about his vegemite sandwiches day after day until one of the guys on the work crew finally said, “For crissakes, Sam, if you hate vegemite sandwiches so much, why don’t you tell yer ‘ol lady to make you something different?”

“‘What do you mean, my ol’lady?’ Sam replied. ‘I’m not married. I make my own sandwiches.’”

Taken with a little poetic licence from Dan Millman’s book “Way of the Peaceful Warrior”

## Not Happy?

Identify what is working for you and what is not. What’s in **your** control to change?

**Start with your attitude and how you communicate with others**



## People Highlights

### C-IQ People

Many may have received emails from Danielle White, C-IQ’s part time office manager. Danielle assists the consultants with making sure all their resources are on hand such as manuals etc. She also undertakes all the accounts and book-keeping and ensures we are now sending out evaluations to our clients and customers and providing monthly reports to our customers who utilise our outplacement/career transition services. She is my sanity!!

Danielle is married to Mark who is a marine joiner and they have 2 children Kiara (8) and Ethan (5).

*Naomi & Danielle in the Bali hut, our new purpose-built consultancy room*

## Our Current Work

**Most of our work this year not surprisingly has been working with companies restructuring and consolidating resulting in many redundancies. We have worked with some 200 people who were displaced from organisations this year. Many have continued in similar careers, some complete career changes and some taken the time to develop skills through further education. We have even coached a handful into their own businesses.**

### Creating a Focused & Re-Energised Workforce—Dept of Education and Early Childhood Development

C-IQ was initially contacted to deliver Organisational Change Management Consultation and Advice. It soon became apparent there was a gap in the leadership capacity and the services expanded to encompass a Performance Development Culture. Our key objectives are to:

- Create an understanding of the organisations’ key business issues in the context of change
- Discover personal strengths and challenges when responding to organisational change
- Identify action steps to apply on the job regaining productivity, taking control of what they can, and driving the organisation’s success
- Build measurability and sustainability into the programs

Initially we reviewed current climate surveys and undertook a series of confidential interviews to ascertain common and individual requirements and challenges. We then set about customising learning programs for the whole organisation as well as cross departmental, inter departmental and individual facilitated learning sessions. We also collaboratively designed new initiatives, communication mediums, meeting structures, objectives and workshops in the following areas, such as:

- Capitalising on Change
- Receiving & Giving Feedback
- Developing Organisational Improvement Initiatives – Rewards and Incentives
- I Speak Your Language Workshops – Effective Communication
- Managing Your Career Goal & Action Planning
- Styles of Leadership
- Managing My Career to assist in Managing Others Careers
- Skills Coaching, Performance Management, Collaborative Coaching, Motivational Coaching
- Collecting Employee Data, Training Needs Analysis, Developing Training Plans

The Results so far...

- Increased productivity as the leadership/management team applies specific strategies for staying on track and moving forward during times of change and pressure
- Sharper focus on accomplishing key tasks as these leaders assist staff to “gain closure” on the negative issues that can arise during major organisational change
- Greater job satisfaction among leaders influencing and leading staff more effectively
- Stronger teamwork as employees learn how to work together more effectively toward building and implementing solutions that facilitate positive change
- Improved morale as management and staff recognise that the organisation is committed to providing them with knowledge and tools to take charge of their success during challenging times creating common goals and a unified action plan.

