

# People Matters

Issue 10, September 2005

## Happy Birthday

This month People Dynamics celebrates our 3<sup>rd</sup> birthday, as well as the relaunch of our website. Please check it out at [www.dynamicpeople.com.au](http://www.dynamicpeople.com.au).

Our evolution is ongoing as we continue to take on new challenges, and new team members to help meet those challenges.

Some of the achievements we are most proud of are our expanding our client base and the range of businesses worked with, giving us the ability to continually refine our services. We have also established an online interactive system for clients - due for launch in November.

All these achievements needed strong teamwork in order to make them happen. This issue of People Matters looks at some of the problems we commonly hear about teamwork, and gives you some ways of resolving them.

The photo below was taken amongst some more serious shots, a couple of which you will find on our web site. Others will be used with magazine articles and the like.



Do you have a question you would like answered? Let us know - your suggestions for topics are welcome.

If someone else in your business would be interested in People Matters let us know and we will forward a copy to them.

## Teamwork ...

... can be likened to the force and impact of a powerful rain storm ... it is the sum of individual raindrops all cooperating. (If you know who said this, please email us!)

Not all teams are effective. Why are some more successful than others?

There are many different types of team, but generally there is little choice about who belongs to which one. Therefore how people work together has a big impact on effectiveness.

Tips:

- Ensure the outcome and common goals are understood, as well as how each person contributes
- Create an environment (and culture) that encourages positive contributions
- Deal with any issues quickly and openly – show that unacceptable behaviour is just that – unacceptable.

Differences in background, culture and personalities can all impact communication and how we perceive each other. Using tools such as McQuaig or Belbin's Team Roles can highlight how these differences impact the team. They also provide a common language for people

## Draft Legal Documents

Do you need a legal document drafted? A new website – [www.draftdocs.com](http://www.draftdocs.com) – has just been launched by Rosendorff Lawyers. It allows you to purchase a first draft of just about any legal document – partnership, JV, trust, marital, etc. You receive the document in MS Word and can customise it, giving you a head start when talking with your lawyer.