

People Matters

May 2008



PD News

People Dynamics is pleased to announce that an alliance of ours, Half a Teaspoon Pty Ltd, is now also located in the People Dynamics St Kilda Rd Suite.



Half a Teaspoon was founded by Gretha Oost, based on the principle that if the world's fresh water resources were represented by one litre of water, only the equivalent of half a teaspoon is potable water available for us to use.

Half a Teaspoon are currently manufacturing shower timers for both commercial and residential use in order to help lower water consumption rates.

We extend a very warm welcome to Gretha to our offices. For further information about Half a Teaspoon's products please contact Gretha or Emma on 9510 5010.

In this month's issue of People Matters, we look at the next in our series of the AIM 'Top Six' concerns that managers have¹ with the fifth issue of finding and cultivating leaders.

¹(C. Sheedy, *Management Today*, July 2007)

Issue #5: Lead me on!

True leaders can appear to be difficult to find, but when searched for in the right places good leaders can appear right under your nose.

The key is to recognise qualities in staff members that show leadership potential. These qualities can be built on by extending and cultivating skills and situations to further develop potential leaders.



Certain people may rise to the challenge naturally and easily, whereas others may need targeted training to hone their ability to lead and eventually inspire other employees.

Leaders can be trained and their skills extended over time, broadening their tasks to incorporate many more skills, scenarios and business relationships.

Finally, it is important to ensure that potential candidates ready for promotion within a company are aware that they are being considered and trained for leadership roles. This gives them an opportunity to consciously work on their skills, reflect on and learn from obstacles, thus allowing them to really step up to the challenge and show their potential.



Do you need advice on potential leaders within your organisation? Laura specialises in helping identify potential leaders within organisations and presenting to management teams on strategies for leadership and training. Please contact us on 9510 3740 for further information.

Legal Update

Are your employees advised in writing when changes to their employment conditions come into effect? In a recent case in Victoria, an employee had their employment terminated for breaching a company rule relating to staff privileges. The employee was later reinstated with compensation when it was found that their original employment contract had been amended since their commencement three years prior, but the employee had not been advised and was hence unaware.

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

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

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Previous editions of People Matters are available on the downloads page of our website.