

# 19

JANUARY 19  
EDITION 36



## east business as usual



## creating a healthy workplace culture

L-R: Mathew Blunt, Eastside Lutheran College, Susan Wurf, Sweets and Treats, Ron Franks, Young Leaders of Tasmania, Shaned Gaffney and Narelle Parker from WorkSafe, Rick Gaffney, Airmaster, Penni Lamprey, Healthy Happy Staff, Miriam Fletcher, Clarence Joint Therapy, Mandy Welling, Exceed Property and Nic Stephen from Advance Workforce Development (in front).

At our recent Business Forum, Nic Stephen CEO, Advance Workforce Development gave a very impressive presentation on the importance of Workplace Culture.

- A Culture Plan is like your business, strategic, safety and your marketing plan, but with its focus squarely on your workforce.
- An organisation's culture is the sum of its shared values, principles and behaviours.
- Culture does not exist in isolation, but is influenced by other organisational factors such as leadership, higher purpose, systems, policies and the stakeholders of the organisation.
- Culture is a key determinant in the performance of your organisation and its ability to achieve its purpose.

### The Central Piece – Your People

- Get your people on board
- Involve them in everything
- Communicate the vision, mission, values and principles
- Inspire them to journey with you

# 2018 Telstra Business Award Winner Hanny Allston Business Success



## ‘find your feet’ – translating a personal journey into sporting & business success

KEY MESSAGE – ... to share my beliefs on the importance of finding your feet. To highlight what this actually means for us as individuals... as Hanny. Then to reflect on what this then means for us as leaders. And finally, how this translates into business success. To do this, I want to share my personal story with you and how I came to be a world champion, award-winning businesswoman, and more recently, an author.

- I want to begin not at the beginning, but in December 2005, sitting on the swing in the back yard...)
  - Dad's accident
  - Previous to this, full ankle reconstruction
  - Medical examinations
  - The sensation of this huge, ugly hole - JWOC ambitions.
- 2005-'06 – I have come to know this era as, 'The Perfect Storm'.
- Sporting background was actually in swimming with 3 goals
  - AIS, Doctor, Olympics.
- Slow love affair with orienteering and a slow falling out of love with swimming.
- Orienteering overseas is huge (JUKOLA) & I had the self-discipline for it.
- When the perfect storm hit I also learnt about honesty. This is my number one personal value now.
- JWOC GOLD then WOC GOLD!
- Prize ceremony & realization that I was still 'Hanny'.
- After brief work in Melbourne, returned to Hobart thinking, 'I just need to find my feet'.
- Find Your Feet start.
- Life Coaching (Pursuit of Happiness) & meeting Graham.
- AIS - Trapped information.
- Fostered the question, can you pursue sporting success sustainably? YES!
- Return to Hobart - fresh start
  - Find Your Femininity journey - Be wilder.
- Lead to a realization that despite trail running & orienteering successes, ready to unconditionally love what I love - Play wilder.
  - South Coast Track - When all the elements came together - Performing wilder.
- The more empowered I became and the more I played, the more I began to translate this into my leadership style & learning at work.

L-R: Tanya Stephenson, Australian Institute of Company Directors with Hanny Allston. Margaret Sutherland from Speakup, with Julie Collins MP and Hanny Allston.

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- I began to be able to read people with greater clarity - Who was on the journey to finding their feet, and who wasn't on their journey.
- Also empowered us to make scary decisions - move to 107 Elizabeth St. Hobart.
- All this became the team's values and find your feet's too. We became just so purpose driven to help people to find their feet, and realized that Be, Play & Perform Wilder were the critical steps in this journey.
- But I always wondered what the end outcome of all this was. Is finding your feet a journey or a destination? When do you know you have found them?
- Waking up in the van to do Federation Peak mission - Highlight of my sporting career - Had I found my feet.
- Recent Telstra Business Awards & the release of my new The Trail Running Guidebook. Made me realise that I don't want to walk in anyone else's shoes. I am comfortable in my own shoes.
- We might not be the smartest at the \$\$ or the most strategic business people, but we are living and breathing our purpose every day. Our growing team is united by our sense of self-empowerment which comes from pursuing what we love, inspiring each other and ultimately bringing this energy back to helping people to be, play and perform wilder.
- So the conclusion of all this is:
  - First and foremost, we need to empower ourselves - BE WILDER
  - Secondly, we need to learn to love what we love - PLAY WILDER
  - Then we need to strive to be the best versions of ourselves, to find mastery of 'Hanny' & the things that make our toes tingle - PERFORM WILDER
  - But the final step to finding your feet, is to realise that you want to walk in your own shoes. That you are you.

In the words of Dr Seuss: "You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose. You're on your own. And you know what you know. And YOU are the one who'll decide where to go..."



## applying for traineeships/ apprenticeship

### Information provided by Katrina Ailwood from MEGT

- The duration of a Traineeship depends on the hours worked per week. The hours worked with the employer to be 7.5 - 15 hours per week. So it can take 24 months.
- There is a partnership between you, employer and RTO (Registered Training Organization.)
- MEGT provides a mentoring service and review the traineeship 6 monthly for 2 years
- An apprenticeship can take 60 months depending how you complete the training modules and the time spent on job and off job.

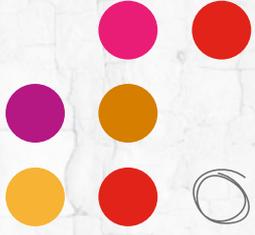
### Comments from Leon Thompson from Workskills

- Preparation for a job interview is most important; Know yourself, know your skills, know the employer
- You need to be sincere, want to be there, sell yourself. To practice your presentation.
- Important that you start your preparation early in life
- Be positive, be persistent. Don't give up after one knockback.
- Workskills will provide training for job interviews, mentoring.
- Ask for help. Use other's experiences
- Work experience is key. It is a no-obligation chance to trial an industry, as well as to potentially impress an employer
- Show enthusiasm and motivation. Entry level roles won't be selected on experience, more so from how motivated you present in an interview
- Be open to new and different experiences – you may just like something you never initially thought about!





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