



AWARe! is the occasional Newsletter of Adrian Walsh & Associates Pty Ltd. This issue contains some notes about things we feel are worth sharing. As always we welcome your feedback.

## SWEET HARMONIES IN THE WORKPLACE!

(Join us at one of our complimentary Breakfast Workshops)

Of late, we've been exploring the importance of having:

- a good understanding of what every job is, does (and is supposed to do);
- the right person in each job (and how you can know this);
- the right mix of people in each work group (and why this matters); and,
- each work group contribute cooperatively and collaboratively to achieving organisational goals (and not their own).

Each of these is critical to organisational success, but in reality, virtually every organisation we see, whether in public, private or not-for-profit sectors, fails consistently at each.

What we're trying to achieve is "Harmony in the Workplace". Not "harmony", in the usual sense that everyone in the workplace likes, and works amicably with, everyone else. Rather, "harmony", in the musical sense, where each individual and group plays their own particular musical sound which, blended with the sounds made by every other individual and group, provides a result more profound, exciting and satisfying, than any part taken on its own. Think Tchaikovsky's "1812 Overture", maybe



Simon and Garfunkel's "Scarborough Fair", or perhaps Guy Sebastian's "Like a Drum" (you can add your own musical choice here, but hopefully you get the point)!

We'll be exploring these issues and concepts at our series of "Harmony in the Workplace" complimentary Breakfast Workshops. Not only will we be aiming to identify for you the problems and pitfalls, but we'll show you some of the practical strategies that can be used to move more towards a "Harmonious" workplace. And we'll give you the chance to get "hands on" with some of the tools that we use.

Our Breakfast Workshops will be held in:

- Canberra:** 7.30am, Tuesday, 21 April 2015
- Melbourne:** 7.30am, Tuesday, 28 April 2015
- Sydney:** 7.30am, Tuesday, 5 May 2015

(We expect to schedule similar workshops in other capitals later in the year.)

For full details of our coming complimentary Breakfast Workshops, and to register attendance for you and your colleagues, just [click here](#). For a longer version of this discussion about "Harmony in the Workplace", [check our website here](#).

## SEARCH FOR THE LOST DUTCHMAN'S GOLDMINE

We are keen advocates for the use of "simulation games" as powerful training machines for individuals and groups. "Simulation Games" – well developed and properly facilitated – can provide powerful insights, and take-away lessons for immediate application back on the real job.

One of the best simulation games is the "Search for the Lost Dutchman's Goldmine". It can be played with anything from about six, to literally hundreds, of players. The range of "lessons" potentially covers pretty much the whole gamut of organisational behaviour: goal setting,



involvement/ownership, sharing risk and overcoming fear of failure, good systems/processes, leadership styles, infrastructure, an eye on the bottom line, measurable results, and so much more.

We've never had a group that hasn't given top marks to Dutchman! In fact, we like Dutchman so much, that we provide a money-back guarantee (some conditions). You can read more about "Search for the Lost Dutchman's Gold Mine" on our web by [clicking here](#). Or drop us a note by [clicking here](#) – just put "Dutchman" in the Comments space, and we'll get back to you shortly with more details.

# CORPORATE GOVERNANCE

Governance is a fascinating area of work. All organisations are heavily immersed in what they fervently hope are “best practice” approaches to governance.

**In the public sector**, governance frameworks are usually underpinned by the “six foundation principles” defined by the Australian Public Service Commission: accountability; transparency and openness; integrity; stewardship; efficiency; and, leadership. There is an associated set of seven interrelated “Elements”, and seven “Mechanisms” for implementing the framework.

**In the private sector**, the Institute of Company Directors suggests that the common goal for most organisations to have, “the most effective governance framework in place that best meets their individual circumstances and needs”. This specifically recognises the need to drive enhanced organisational performance while aiding conformance



with various legal and other requirements.

But in all cases, formal compliance with the “rules of governance” runs the risk of generating a large quantity of plans, guidelines, frameworks and so on which are happily pointed to on the bookshelves as evidence of “compliance”. In the meantime they are impenetrable to the majority, and in practice few people – directors, executives, managers and staff – rarely make use of them as the key planks in management of the organisation that they should be.

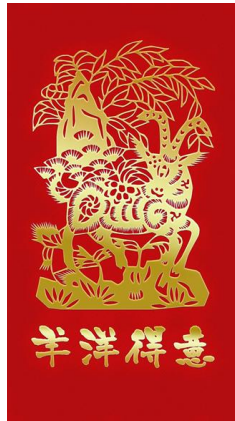
We’re not blasé about this and there are no simple answers. But we do think there are better ways of ensuring widespread engagement in the process of corporate governance, and, if you like, getting greater value from the dollars you’re currently spending on ensuring that you are governance-compliant!

Why not [get in touch](#) and we’ll share some of our thoughts?

## OUR CHINESE WORK CONTINUES TO GROW

The work we’re doing in China continues to grow and often takes some interesting turns. Over recent times we’ve undertaken, or are currently engaged in:

- Market research studies, assisting Chinese manufacturers to understand the Australian market, the potential viability of selling into the Australian domestic market and develop relevant entry strategies.
- Ten day Management-Development Programs for Chinese business senior managers (involving work-experience placements of participants with local Australian businesses in similar industries).
- Undertaking a preliminary study to examine the variation in management “styles” and “models” between Western and Chinese organisations. The cultural differences in workplace management are



obvious and we will use the study to better inform future management development activity. If you have an interest in contributing to or accessing the study, [we’d love to hear from you](#).

- Working with Chinese educational institutions in developing professional relationships with kindred institutions in Australia, New Zealand and the Pacific. This includes initiatives ranging from student exchange programs, to mutual staff development and exchange and the sale and purchase of Australian courses to be taught in Chinese institutions.
- Supporting and promoting a three-week program in a Chinese institute, for non-Chinese participants to learn and use Chinese characters in communication.

Adrian Walsh & Associates is a consulting and training organisation offering comprehensive services in human resources management, organisational governance, business planning and development and broad education and training. Contact us:

**Telephone:** +61 (0) 2 6251 8943

**Email:** [contact@adrianwalsh.com.au](mailto:contact@adrianwalsh.com.au)

**Web:** [www.adrianwalsh.com.au](http://www.adrianwalsh.com.au)

