



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.

JUST TOO BUSY!

It's probably a safe bet that, like us, you feel that you're constantly on the run. No time for a coffee, lunch, or even spending time at home. You need more staff. More time. More space. And so on.

In fact, that's our excuse to explain the big delay since our last **AWARe!** in March! Yes we say that our newsletter is only "occasional", but we do aim to do it a little more "occasionally" than five or six monthly!

So yes, we have been busy and for those who sweat the arrival of our next **AWARe!** (we know there are one or two) we apologise. Life really has been hectic.



But it also gives us a good chance to preach against the conventional "hurry-hurry-hurry" world most of us choose to live in. Like most of us in consultancy, we regularly become engaged in the time management debate—so often (and so often unrealistically) tied up with the argument for more resources.

We stumbled over this terrific short article recently from **John Halter** on his excellent *Street Smart Leader* Blog [here](#). The graphic here comes from the article—with thanks.

John's message is an excellent one—and we'll try hard to heed it ourselves from here on in!

"HARMONY IN THE WORKPLACE"

Regular readers will know that recently, we've been doing a lot of work around what we like to call, "Harmony in the Workplace", and specifically 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 merely their own).



Our series of Complimentary Breakfast Workshops have been well-attended, enthusiastically received and, indeed, over-subscribed!

To ensure all those interested have a chance to see what the fuss was about, we are scheduling a further series of workshops later this year in most Australian capitals, and New Zealand. Check back later for dates (October and November are planned), or [contact us here](#) for a personal invitation.

To see and [download the short paper](#) that started it all, check here.

We do hope to see you at a forthcoming Workshop.

THAT'S ALL FOLKS!

We've already said that "busy-ness" isn't a great or desirable state to be in! But that's where we are at the moment. So we'll simply sign off for now and promise that our next

occasional **AWARe!** will be both earlier, and include a lot more stuff you might find useful and like to hear about.

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:

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