

OCTOBER 2014

october BUSINESS month

The Neuroscience of Leadership-FREE Breakfast Event in Darwin and Alice Springs

Come to our Free Breakfast event hosted by CORP/EASA. The presentation topic is The Neuroscience of Leadership, presented by Henry Kwiatkowski in Darwin and Fiona Davis in Alice Springs. Find out more about how neuroscience is filling the gaps in our understanding of Leadership and how it can effect us in making decisions under pressure, solving complex problems and negotiating.

Details:

Date: Wednesday 22nd October 2014

Venue: Sky City Darwin and Doubletree Hilton in Alice Springs
Registrations are at 6:45am for a 7am breakfast.

Please send enquiries or RSVP's to easadarwin@easa.org.au or easaalicesprings@easa.org.au

Neuroscience

Experiences have the ability to change our brain structure and function. We are interested in studying how we can use this ability in a positive way.



The Word on Neuroscience

The neuroscience of leadership is fast becoming the most talked about approach to leadership development. In today's knowledge economy, it is how you use your brain that provides the competitive edge.

"Neuroscience is where the intellectual action is these days"
The Observer

"The possibilities for neuroscience are almost limitless"
The Financial Times

"We seem to read about neuroscience everywhere these days"
Harvard Business Review

The new field of Neuroscience of leadership explains how we all can increase our critical thinking skills and even intelligence. The recent discovery of the on-going "re-wiring" or malleability of the brain has caused us to question traditional learning methods. Recent breakthrough studies have proven that specialist coaching exercises can enable a person (in a relatively short time) to change their brain's physical structure, alter their mind's perceptual experiences and effect lasting changes in behaviour, expectations and choices.

Cited:
www.enhansenperformance.com.au



Dealing with Difference-The Multi Cultural Workplace

Why might it be important to you to learn how the brain deals with difference?

Gone are the days when everyone in the workplace looked alike. Thank goodness! The multicultural workforce is here to stay. Therefore, it is in your best interest to learn how to create an environment where members of a variety of ethnic, racial, religious, and gender backgrounds can thrive.

Like most things in life, the things worth having do not always come easily. If not managed properly, cultural differences can lead to interpersonal conflicts and miscommunication, and increase costs through higher turnover rates. However, the benefits of diversity far outweigh the costs and include improved decision-making, innovation and increased performance.

Attend CORP's Public Workshop on **Tuesday 14th October** to find out more about:

- How the brain works when faced with difference
- How to recognise how the body reacts to difference
- How to manage and be mindful of our reactions with others
- How we can turn difference into growth

Apply online today www.corp.org.au or call **8941 5661**

Public Workshop details:

Tuesday 14th October 2014

8:30am—12:00pm

\$132

Location:

Level 2 Highway Arcade

47 Stuart Highway

Stuart Park



Public Workshops in October:

***Thurs 2nd October—
Appropriate Workplace
Behaviours for Staff***

***Tues 14th October—
Dealing with Difference—
The Multi Cultural Work-
place***

***Weds 22nd October—
Leading Change***

***Tues 28th October—
Motivational Interviewing***

Hire out CORP's Training room

CORP Workplace Solutions would like to offer its spacious Darwin Training Room for private hire

\$300 for full day hire

- Comfortable seating for 16 people
- 2 relaxing couches
- White board
- Separate air con
- Projector Screen
- Use of kitchenette – fridge, dishwasher, plates, cups, tea & coffee supplied
- Access to male and female toilets
- Equipment hire also available

Call us on **8941 5661** to find out availability



CORP Provides 360° Profiling

According to the experts, multi-rater feedback is a fundamental element in best-practice performance management. In fact, the Performance Management Standard, indicates that gathering feedback from individuals other than an employee's manager to assess performance is a best practice related to goal setting/management.

360 degree feedback is a method and a tool that provides each employee the opportunity to receive performance feedback from his or her supervisor and four to eight peers, reporting staff members, co-workers and customers. The rated areas are also responded to by each individual in a self assessment.

360 degree feedback allows each individual to understand how his effectiveness as an employee, co-worker, or staff member is viewed by others. The most effective 360 degree feedback processes provide feedback that is based on behaviours that other employees can see.

The feedback provides insight about the skills and behaviours desired in the organisation to accomplish the mission, vision, and goals and live the values. The feedback is firmly planted in behaviours needed to exceed client/customer expectations.

The purpose of the 360 degree feedback is to assist each individual to understand his or her strengths and weaknesses, and to contribute insights into aspects of his or her work needing professional development.

Advantages:

“While self-assessments give the employee a voice in the performance appraisal process, 360 degree reviews help managers and employees better understand strengths and weaknesses as perceived by peers, team leaders, mentors, subordinates, or even external stakeholders, such as customers and suppliers. Substantiating feedback with input from multiple sources not only makes it more objective, it increases the impact by making it easier to identify areas that need development”

“Strong talent management is built on effective employee performance management practices. Anything less can have a major impact on your employee engagement and development efforts, your sustainable competitive advantage in people, and corporate performance”.

Cited on AHRI Blog <http://blog.ahri.com.au/performance/why-you-still-need-performance-reviews/>

Call CORP to enquire about 360° Profiling - 8941 5661

Contact Us

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Public Workshop Calendar - Darwin & Alice Springs



Date	Workshop	Duration
Weds 9 th July	Emotional Intelligence	Full Day
Tues 22 nd July	Mindfulness and Managing Stress	Half Day
Thurs 31 st July	Motivational Interviewing	Full Day
Tues 12 th Aug	Critical Incident and Trauma Response for Managers	Half Day
Thurs 21 st Aug	Getting your Message Across: Key Communication Skills	Full Day
Weds 27 th Aug	Key Counselling Skills	Full Day
Thurs 4 th Sept	Resilience and the Art of Bouncing Back	Full Day
Tues 16 th Sept	Get to the point: Communication for Managers	Full Day
Thurs 25 th Sept	Mediation and Conflict Skills for Managers	Full Day
Thurs 2 nd Oct	Appropriate Workplace Behaviours (Staff)	Half Day
Tues 14 th Oct	Dealing with Difference-The Multi Cultural Workplace	Half Day
Weds 22 nd Oct	Leading Change	Half Day
Tues 28 th Oct	Motivational Interviewing	Full Day
Mon 3 rd Nov (Darwin) Tues 4 th Nov (Alice)	Critical Incident and Trauma Response for Managers	Half Day
Weds 12 th Nov	Mindfulness and Managing Stress	Half Day
Thurs 20 th Nov	Getting your Message Across: Key Communication Skills	Full Day
Tues 25 th Nov	Key Counselling Skills	Full Day
Tues 2 nd Dec	Get to the point: Communication for Managers	Full Day
Thurs 11 th Dec	Customer Service	Half Day

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Full Day Workshops
8:30am – 4:00pm
(1 day) Lunch provided
\$255 – Darwin
\$285- Alice Springs

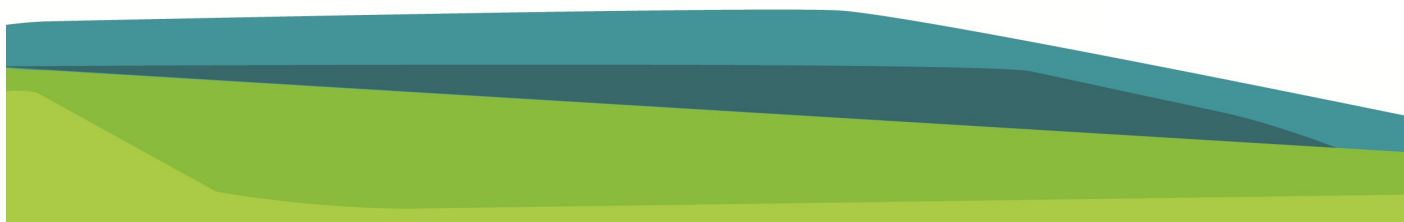
Half Day Workshops
8:30am – 12:00pm
\$132 – Darwin
\$175 – Alice Springs

Locations:

Level 2 Highway Arcade, 47 Stuart Highway, Stuart Park

Jock Nelson Building
10/16 Hartley Street
Alice Springs

All Public Workshops require a minimum of 6 participants in order to be confirmed. CORP has a 72 hour cancellation policy. Please contact us as soon as possible if you are unable to attend a workshop you are enrolled in, or charges may apply.



Public Workshop Calendar

- Katherine



Date	Workshop	Duration
Thurs 20 th March	Resilience and The Art of Bouncing Back	Full Day
Thurs 10 th April	Everyone's a Winner: Why Conflict Can Be Good	Full Day
Thurs 1 st May	Dealing with Dysfunctional People in the Workplace	Full Day
Thurs 22 nd May	Mindfulness and Managing Stress	Half Day
Thurs 12 th June	Appropriate Workplace Behaviours (Staff)	Half Day
Thurs 3 rd July	Work Life Balance	Full Day
Thurs 24 th July	Resilience and The Art of Bouncing Back	Full Day
Thurs 14 th August	Everyone's a Winner: Why Conflict Can Be Good	Full Day
Thurs 11 th Sept	Dealing with Dysfunctional People in the Workplace	Full Day
Thurs 2 nd Oct	Mindfulness and Managing Stress	Half Day
Thurs 6 th Nov	Appropriate Workplace Behaviours (Staff)	Half Day
Thurs 27 th Nov	Work Life Balance	Full Day

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Full Day Workshops

8:30am – 4:00pm

\$285 (1 day) Lunch provided

Half Day Workshops

8:30am – 12:00pm

\$175

Location: Katherine Regional Training Centre, 19 Second Street, Katherine

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