

CORP CATCH UP

JUNE 2015

Appropriate Workplace Behaviours—A Safe Workplace for All.

CORP has held 54 Appropriate Workplace Behaviours Training so far, this financial year for Organisations around the NT.

This workshop is one way of communicating what an organisation regards as appropriate and inappropriate workplace behaviours. The workshop also communicates Appropriate Workplace Behaviour policies, though this is not about discussing the policy but more about what is working and what is not. The session is designed to assist participants in understanding the issues and their options more clearly. Legislation and policies exist but the workshop is about encouraging them to be used. Some time will also be spent on self-care techniques and managing stress.

Issue: **Workplace Bullying**



Solution: **Appropriate Workplace Behaviours Training**



"The Appropriate Workplace Behaviour Training is a great opportunity to talk about the Legislation in an open and relaxed environment".

CORP
Workplace Solutions

What People said about this Training:

"I found this training to be very helpful and positive."

"If only I'd had this training six years ago."

"Worthwhile and beneficial, presented by a great trainer."

"An extremely valuable course, my whole department should be made to do it."

"This course really surprised me, I learnt so much."

"If you always do what you've always done, then you'll always get what you've always got."

If you are interested in this program being rolled out for your workplace please contact us. Courses available for Staff (Half day) and Managers (Full Day.)



www.facebook.com/corp.org.au

The Seven Judgements All Leaders Face

You may not like it, but you're being judged all the time.
Get used to it.
Understand it.
Understand how people judge you, if you expect to succeed.

7 judgments all leaders face:

1. Do you care about me? (Kindness)
2. Do you seek the best interest of others and our organization? (Servant hood)
3. Can I trust you? (Character/Honesty)
4. Do you connect? (Friendliness)
5. Can you deliver what you promise? (Power)
6. Can you lead? (Skilfulness)
7. Do you comprehend challenges and opportunities. (Intelligence)

The seven judgements distill into two essential qualities, *warmth and competence*.
Choose to be liked.

Warmth comes before competence when being judged as a leader. Don't rely on competence as your exclusive leadership calling card. *Soft qualities come before tough.*

Work first to connect then demonstrate competence.

Competent, but cold leaders, invite pity; warm without competence, ambivalence.*

Warmth and nonverbals:

1. Smile. Polite smiles aren't enough. Warm smiles create wrinkles around your eyes, crow's feet. The sad truth is, the higher you go in an organization, the less you smile. Don't be too important to smile.
2. Lean in.
3. Nod.
4. Raise your eyebrows.
5. Turn toward people but don't move into their space.
6. Mirror. When people smile at you, smile back, for example.

Competence and nonverbals:

1. Shake hands firmly and establish eye contact.
2. Don't touch yourself or wring your hands.
3. Walk with purpose.
4. Stand still.
5. Stand with your feet apart.
6. Take up space.

Why nonverbals matter:

People make decisions about your inner-being by watching your outer. It may seem shallow, but it's still true. Be sure your external self reflects your internal, if you don't like being misjudged.
I'm not suggesting you pretend you care when you don't. I'm saying, if you care, tell your face.

*This post is based on, "[The Dynamics of Warmth and Competence Judgments, and their Outcomes in Organizations](#)," by Amy J. C. Cuddy, Peter Glick, and Anna Bening

Sited:<https://leadershipfreak.wordpress.com/2015/06/01/the-seven-judgements-all-leaders-face/>

BRAND NEW- Inspiring Ideas for just being Better! Lunch and Learn

At CORP we recognise that it is not always convenient or practical to take time away from the workplace to attend a half or full day training course, this is why we have introduced *CORP Talks*, new to 2015! These Talks offer you the opportunity to attend bite size seminars over your lunch hour. We have an array of Psychologists, Counsellors and Coaches who will be running inspiring Talks to get you thinking, learning and even relaxing.

We encourage you to bring your lunch and get involved. Talks are being held 12pm-1pm.

You may come along to a Talk and decide that your workplace could benefit from some training in that area. If this is the case we can certainly look at organising further training which can be customised to specifically meet your workplace needs.

The Neuroscience of Leadership was a SELLOUT event at October Business Month 2014 with over 100 people attending in Darwin and Alice Springs!

What are people saying about CORP Talks?

“Excellent...A great opportunity to learn.....Fantastic, it has given me more of an understanding of my brain.....Useful and a chance to reflect on my own Leadership..... Fresh new research that is not being spoken of enough.....How my brain functions effects the way in which I manage my staff.”

If you are interested in attending one of our CORP Talks please contact us to be placed on the waiting list. CORP will run additional Talks on demand

Date	CORP Talk	Duration
Weds 25th June	Stress/Self Care— Four 5 second stress reduction techniques	1 Hour
Thurs 13th Aug	5 easy steps to Build a Team -Helping Managers address Team Building needs	1 Hour
Weds 9th Sept	The Neuroscience of Leadership	1 Hour
Weds 7th Oct	Discover 7 Strategies for Pain Free Change	1 Hour
Thurs 29th Oct	Busting Stress through Mindfulness	1 Hour
Thurs 19th Nov	Growing from Conflict-It's not all about you!	1 Hour
Tues 1st Dec	Let's get you Meditating—Quick Tips for longer life, less stress and greater happiness	

NEW!

Location:

Darwin: Level 2 Highway Arcade, 47 Stuart Highway, Stuart Park—\$39

Alice Springs: The Jock Nelson Building, 10/16 Hartley Street, Alice -\$45

Public Workshop Calendar Darwin and Alice Springs March – June 2015



NEW CALENDAR COMING SOON! JULY-DEC....

Date	Workshop	Duration
Thurs 12 th March	The Brain and Change – <i>CORP Talk!</i>	One Hour
Thurs 19 th March	Appropriate Workplace Behaviours for Staff- Bullying and Harassment	Half Day
Tues 31 st March	Get to the Point: Communication for Managers	Full Day
Weds 8 th April	Mindfulness and Managing Stress 1 Day Retreat – Rydges Resort	Full Day
Thurs 16 th April	The Neuroscience of Leadership- <i>CORP Talk!</i>	One Hour
Thurs 30 th April	Difference, Disability and Diversity- Multiculturalism for Managers	Half Day
Tues 5 th May	Becoming The Vigilant Manager	Half Day
Weds 13 th May	Customer Service	Half Day
Thurs 28 th May	The Resilient Leader	Half Day
Fri 29 th May	Mindfulness – The Power of Meditation- <i>CORP Talk!</i>	One Hour
Weds 3 rd June	Managing Staff Performance	Half Day
Weds 10 th June	Tactical Men's Business- <i>CORP Talk!</i>	One Hour
Thurs 18 th June	Getting your Message Across: Key Communication Skills	Full Day
Thurs 25 th June	Stress/Self Care- Four 5 second stress reduction techniques- <i>CORP Talk!</i>	One Hour
Tues 30 th June	Mindfulness and Managing Stress 1 Day Retreat –	Full 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

CORP Talks !
\$39 –Darwin
\$45—Alice Springs

Locations:

Level 2 Highway
Arcade, 47 Stuart
Highway, Stuart
Park

Jock Nelson Build-
ing
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 Jan –Nov 2015



Date	Workshop	Duration
Thurs 26 th Feb	Resilience and The Art of Bouncing Back	Half Day
Weds 11 th March	The Neuroscience of Leadership. CORP Talk Free	One Hour
Thurs 26 th March	Getting your Message Across: Key Communication Skills	Full Day
Weds 29 th April	Dealing with Dysfunctional People in the Workplace	Half Day
Thurs 28 th May	Mindfulness and Managing Stress	Half Day
Weds 24 th June	Appropriate Workplace Behaviours (Staff)	Half Day
Thurs 30 th July	Work Life Balance	Full Day
Thurs 27 th August	Customer Service	Half Day
Tues 29 th Sept	Mediation and Conflict Skills for Managers	Full Day
Thurs 29 th Oct	Critical Incident and Trauma Response for Managers	Half Day
Weds 25 th Nov	Mindfulness and Managing Stress	Half 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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