

In this month's edition:

Change hurts!

A Refresher ...What can CORP do for you?

Upcoming CORP Public Workshops in:

- Darwin
- Alice Springs
- Katherine



Easter can be known as a time for Growth, Development and Change— whether it's a change in season , the birth of lambs and chicks or the change in our waistline for those of us who like to indulge in one too many Easter Egg! With this in mind it got me thinking about a lot of the conversations I have with Management and HR around issues in the workplace. Most of the issues stem from change, but why is this?

Change involves a new way of thinking/behaving

Change involves learning/adapting

Change requires people to invest energy to learn

Change hurts!...but why?

***Time for some Psychology....***

Most of our daily activities, including many of our work habits, are controlled by a part of the brain called the basal ganglia. These habitual, repetitive tasks take much less mental energy to perform because they have become "hardwired" and we no longer have to give them much conscious thought. "The way we've always done it" is mentally comfortable. It not only feels right - it feels good.

Change jerks us out of this comfort zone by stimulating the prefrontal cortex which is also directly linked to the most primitive part of the brain, the amygdala (the brain's fear circuitry, which in turn controls our "flight or fight" response). And when the prefrontal cortex is overwhelmed with complex and unfamiliar concepts, the amygdala connection gets kicked into high gear. All of us are then subject to the physical and psychological disorientation and pain that can manifest in anxiety, fear, depression, sadness, fatigue or anger.

To change is difficult.  
Not to change is fatal.

Charles Darwin



## A Refresher-What are the services provided by CORP Workplace Solutions?

*CORP Workplace Solutions aka CORP was officially launched in August 2014. The name and brand was created to meet the growing demand for a dedicated area specialising in support about a range of common workplace issues and challenges.*

We felt that all too commonly Organisations were turning to the South for Services that we had been providing for over 30 years through EASA, our challenge was and still is reaching people and informing them as to the broad range of services we offer. One of our common challenges is hearing all too commonly 'we didn't realise CORP provided that service.' We like to have a bit of fun in saying that CORP was a marketing ploy and gimmick in attempt to get the word out about what we do and we are proud to say that with branding, staff on board and hard work we are getting there.

The changing environment in which you operate poses opportunity, to do more with less, to create an adaptable, professional, flexible and skilled workforce to support organisational change and redesign.

Jo Ellis, the Training and Conflict coordinator is the main point of contact for CORP and works closely with the CEO, Louise Page. As well as being the point of contact and coordinator Jo also deliver training and is involved in Conflict work. CORP is made up of sessional workers and full timers. Its main trainers in Darwin are sessional trainers Brian Morgan and Suzie Whitfield. CORP also has 4 sessional mediators, Tony Vidot, Lea Aitken, Justine Davis and Kate Ganley (Katherine based mediator and trainer) Amanda Marston, Manager of the Alice Springs office facilitates most of the conflict services in that region, along with Kalika Saraswati Suich who delivers training in the Alice Springs region.

CORP utilises expertise from EASA's Psychological Services Team for training, mediation and other organisational services. We feel this is our point of difference, particularly for training — we have the *psych factor* and the latest best-practice information.

## **What CORP offers — Organisational Services:**

360 degree profiling – online with in-person follow-up coaching

- Planning Day events
- Conflict Coaching
- Training
- Executive Coaching
- Exit Interviews
- Targeted Coaching – Formal Referrals
- Management Coaching
- Life Coaching
- Mediation
- Charter of Agreed Behaviours
- Individual Training
- Group Facilitated discussions
- Conflict Assessments

All of EASA's training programs can be readily customised to meet the specific needs of your organisation. At EASA we are dedicated to assisting organisations develop the personal skills, knowledge and behavioural competencies required of employees to achieve business goals.

Customised training enables clients to meet specific needs. Clients can choose the time, date and duration of their program. Participant numbers are negotiable and consultancy rates are available on request.

### **Our Training includes (but not limited to):**

- Mindfulness and Managing Stress
- Time Management
- Emotional Intelligence
- Resume Writing
- Customer Service
- Communication for Staff
- Communication for Management
- Motivational Interviewing
- Dealing with Aggressive Clients

- Difference and Diversity — working in a mixed team effectively
- Appropriate Workplace Behaviours for Staff
- Appropriate Workplace Behaviours for Managers
- Workplace Culture and Change
- Family and Domestic Violence
- Mediation Skills for Managers
- Critical Incident and Trauma response for Managers
- Giving and Receiving Feedback
- Resiliency
- Leading Change

Programs can be tailored to the organisation's needs and provide a cost effective and practical alternative to traditional training arrangements.

CORP also offers a number of topics as CORP Talks. These are 1 hour 'bitesize' sessions and also cover a broad range of topics:

- The Neuroscience of Leadership
- Leading Change
- Cyber Bullying in the Workplace
- 5 Easy Steps to Build a Team –Helping Managers address team building needs
- Growing from Conflict-It's not all about you!
- Goal Setting
- Mental Health Awareness
- Introduction to Life Coaching
- Cultural Awareness
- Supervision Skills

For more information about CORP services and the full range of options that we offer please visit:

**[www.corp.org.au](http://www.corp.org.au)**



Book your place in any March 2018  
CORP Workshop  
**by 10 April 2018**  
and receive a >>>

Note: offer does not apply to CORP Talks

**DONT MISS OUT ON THIS GREAT OFFER!**

**\$50**  
**DISCOUNT**

For further information,  
or to register for a  
CORP Workshop,  
contact:

**Darwin (Head Office)**

P. (08) 8941 5661

F. (08) 8941 0746

corp@corp.org.au

www.corp.org.au

**Alice Springs**

(08) 8953 4225

easaalicesprings@easa.org.au

**Katherine**

(08) 8941 5661

corp@corp.org.au

**Full Day Workshops**

8.30am – 4pm

**\$265\*** per person

Lunch & Refreshments

included

**Half Day Workshops**

8.30am – 12noon

**\$140\*** per person

Refreshments included

**CORP Talks**

**\$39\*** per person

**ONLY 16\* PLACES**

**AVAILABLE FOR EACH**

**WORKSHOP — get your**

**registration in early!**

**Workshop Locations**

**Darwin**

Level 2 Highway Arcade,

47 Stuart Highway

Stuart Park NT

**Alice Springs**

Locations in town centre:

confirmed upon booking

**Katherine**

Regional Training Centre

19 Second Street

**\*Katherine conditions:**

**\$285pp** for full day

**\$175pp** for half day

**\$45pp** for CORP Talks

Maximum **10** participants

## Darwin

<b>Tuesday 3 April</b>	<b>Resolving Conflict</b>	<b>Half Day</b>
<b>Tuesday 10 April</b>	<b>CORPtalk! Coping with Anxiety and Negative Emotions</b>	<b>One Hour</b>
<b>Wednesday 18 April</b>	<b>The Neuroscience behind Great Leaders</b>	<b>Half Day</b>
<b>Tuesday 8 May</b>	<b>Developing Staff through Excellence in Coaching and Mentoring - Leaders</b>	<b>Full Day</b>
<b>Wednesday 9 May</b>	<b>CORPtalk! Quit Smoking-</b>	<b>One Hour</b>
<b>Wednesday 16 May</b>	<b>Mindfulness and Managing Stress– 1 Day Retreat</b>	<b>Full Day</b>
<b>Tuesday 22 May</b>	<b>Goal Setting</b>	<b>Half Day</b>
<b>Tuesday 29 May</b>	<b>Mediation Skills for Managers</b>	<b>Full Day</b>

## Alice Springs *Limited places available — please book early!*

<b>Thursday 26 April</b>	<b>Vicarious Trauma and Self Care</b>	<b>Half Day</b>
<b>Thursday 17 May</b>	<b>Leadership Tools for the Reluctant Manager</b>	<b>Full Day</b>
<b>Thursday 14 June</b>	<b>Preparing to Work in a Remote Community</b>	<b>Full Day</b>
<b>Katherine</b>	<b>Limited places available — please book early!</b>	
<b>Wednesday 23 May</b>	<b>Enhancing the Customer Experience</b>	<b>Half Day</b>