



1 December 2010

INSIDE:

[GLF ALUMNI EXECUTIVE](#) | [GLF ALUMNI EXECUTIVE Q&A](#) | [NEW GLF THINK TANK](#) |
[GLF ALUMNI DEVELOPMENT OPPORTUNITY](#) | [BOARD SCHOLARSHIP PROGRAM FOR WOMEN](#)
[GLF ALUMNI EVENTS](#) | [GLF ALUMNI EVENT REVIEW](#) | [ADVANCED STANDING](#) |
[PROFESSIONAL DEVELOPMENT ARTICLE](#) | [FELLOWS IN FOCUS](#) | [FELLOW'S NEWS](#) |
[FREE COMMUNITY EVENTS](#) | [VOLUNTEERING](#) | [GLF LIBRARY](#) |
[WHAT'S ON THE WEB](#) | [DIARY DATES](#)

GLF ALUMNI EXECUTIVE

Well, with another successful graduation ceremony under our belts, the Executive is pleased to welcome our newest alumni - the 2010 Graduates! We look forward to providing to you as we do all other graduates, a value packed and continuously improving Alumni program.

While the Executive Committee was able to meet less frequently this year, a relief to our hardworking members, we can reflect on a productive and forward thinking year of activities with particular note to the appointment of Sarah Rhead, who will support the Board, Niki and the Executive in the ongoing development, sustainability and value of our important Alumni program.

Our survey this year confirmed for us that we are on the right track and also provided ongoing guidance and inspiration for what can and should be included in our Alumni offerings. We hope you can see the result of these efforts in the ever increasing number and quality of opportunities we are able to create for our graduates.

As 2010 draws to a close, the Alumni Executive Committee would like to wish all readers a safe and happy Christmas and New Year. We would also like to acknowledge the passing in 2010 of our dear GLF friends Dr Paul Collier FGLF09 and Damien Pearce FGLF06 – they continue to be missed.

Cindy Duncan
Chair, GLF Alumni Executive Committee

GLF REFERENCE GROUP MEETINGS 2011

Thank you to the alumni who have overwhelmingly responded so positively to my email in relation to the GLF Reference Group meetings. Our aim is to have GLFers who are knowledgeable in seminar-specific areas to assist with the planning of the program for 2011. We want to refresh seminar topics and speaker options to ensure we are hearing from those at the forefront of leadership in their field.

Our first sessions on climate change and water issues went extremely well - with a very full board room for both! Graduates unable to attend provided me with information and suggestions regarding appropriate presenters – we will try to accommodate as many of your suggestions as possible (there were many!). Updates will be made available in the GLF Newsletter around seminar topics and round table meetings for 2011. I have noted graduate interest in specific topics scheduled for next year and will forward calendar invites once dates are finalised. Your support is greatly appreciated. For further information please do not hesitate to contact me:

julie.worsman@lisa.com.au
Julie Worsman, Programs Coordinator

GLF ALUMNI DEVELOPMENT OPPORTUNITIES

Ⓛ THE EDGE – The Edge program is a form of group mentoring and is a great way to enhance your performance as a leader. Each carefully selected Edge group meets ten times over the year for confidential and structured 3-hour sessions. These sessions are run by highly experienced and skilled chairmen. Your business and leadership experiences are shared and your personal and

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professional challenges are analysed and worked through to achieve superior implementable outcomes. The richness of the Edge experience is multiplied as each of your peers brings personal experiences into the conversation. Your accomplished Chairs will ask questions to keep the dialogue thought-provoking and meaningful, share their own personal experiences, provide feedback and along with your group members, serve as a sounding board in each session.

2011 will see a new initiative including occasional guest speakers invited to discuss specific topics based on the groups' requirements. Because Edge involves a group of experienced and talented professionals, it promotes diversity of thinking, practice and understanding. The diversity of perspectives that emerge from Edge interactions are powerful enablers for your own personal development and successes and you are not isolated and alone as many leadership positions are. You have the opportunity to tap into some of the best minds in Adelaide to refine your strategies and set your plans for action.

The investment for financial GLF Graduate Members and Honorary and Foundation Members is \$2,000 plus GST and for others is \$2,750 plus GST (for 10 x 3-hour sessions from February 2011). Registrations are now open for 2011. Places are limited to 10 per group so get your registration in now to take part in this unique and affordable way to develop your edge as a leader. **Interested?** Learn more or register by contacting the Leaders Institute of SA's Programs Coordinator Julie Worsman via email at julie.worsman@lisa.com.au or phone 7070 0960. Ask Julie about the possibility of speaking to an existing Edge member for more information. **Register by 31st December 2010.** To find out more about the Edge program [click here](#) or go to the website at: <http://www.leadersinstitute.com.au/asp/edge.aspx>

 **LEADING WITH EMOTIONAL INTELLIGENCE – Friday 18th February 2011, 8:30 for 9am – 5pm, Leaders Institute Conference Room.** Research shows that honing emotionally intelligent skills is one of the **strongest predictors of success** for employees and leaders alike. Emotional Intelligence (EI) refers to skills that define how effectively we perceive, understand, reason with and manage our own feelings and those of others. Unlike IQ, EI is not a fixed measurement that stays the same over the course of your lifetime. In fact, you can improve EI to dramatically improve workplace relations, job satisfaction and job performance. A workforce fortified with these skills is the backbone of a healthy workplace that naturally breeds enhanced communication and collaboration, paving the way for true innovation.


Improving emotional intelligence in the workplace is proven to have a direct and positive impact on:

- Employee performance, productivity, satisfaction, and loyalty
- Sales and customer service
- Leadership and management effectiveness
- Workforce recruitment and retention
- Teamwork and innovation

This one day workshop will:

- Provide an overview of Emotional Intelligence
- Introduce participants to the seven skills of emotional intelligence
- Involve a self assessment exercise
- Provide tools and techniques to assist in further developing Emotional Intelligence capabilities

This program is presented by **ELIZABETH TYSON FGLF06**, who has completed the GLF and built her consulting career in the area of professional development. Elizabeth has worked with many organisations and teams to assist them to further harness the skills and attributes of their team to ultimately, positively develop their workplace culture. With formal qualifications in Psychology, Libby is also an accredited administrator of Myers Briggs and in Genos Emotional Intelligence and regularly uses these tools in her workshops. Numbers are limited, so to secure your place in this program please contact Raeleen Day at Raeleen.day@lisa.com.au or on 7070 0960. The investment for this program is \$445 plus GST for financial members and \$495 plus GST for non members. **Register by 28th January.**

 **LEADING WITH SELF-AWARENESS (MBTI) – Thursday 3rd March, 9am-4pm, Finlayson's Conference Room, Level 12, 81 Flinders St, Adelaide.** The Myers-Briggs Type Indicator (MBTI[®]) is the most widely used personality assessment in the world. It was developed to make the theory of psychological types described by Carl Jung understandable and useful in people's lives. The essence of the theory is that much seemingly random variation in behaviour is actually quite orderly and consistent; being due to basic differences in the ways individuals direct energy and attention, take in information and make decisions. When you understand your preferences, you can approach your own work in a manner that best suits your style, including how you manage your time, problem solving, best approaches to decision making, and dealing with stress. Knowledge of type can help you deal with the culture of the place you work, the development of new skills, participating in teams, and coping with change. In your personal life you can more readily appreciate differences between you and your partner, children, and friends. Knowledge of type allows you to see those differences as just those—different ways of seeing things. The MBTI can be a tool for personal growth, achieving balance, understanding self, and creating possibilities.

This one-day program will cover off on all the MBTI basics (and provide a refresher for those of you who have undertaken the MBTI in the GLF program and/or in other contexts) but will do so in more depth, covering the facets of type (using an expanded online version of the test and a detailed printed personal report for each participant), type development over the course of your life and type in leadership. If you wish to book your whole team into the program then it can be adapted to your needs. The

program will be presented by Niki Vincent, CEO of the Leaders Institute of SA and accredited MBTI (Step 1 and 2) practitioner. Niki has been delivering the 'Introduction to MBTI' workshop in the GLF program for many years and also delivers a similar workshop to other community leadership programs around Australia. The MBTI is also integral to Niki's PhD research on the development of consciousness in adults (involving over 400 participants). The investment for this program is \$450 plus GST for financial members and \$600 plus GST for others. This includes the expanded online version of the test (Form Q) and a detailed personal report.

Ⓜ THE COACHING LEADER – Today's leaders are expected to demonstrate high levels of self-awareness; be able to develop the capabilities of their staff; and be able to effectively guide and motivate others towards identified goals. To do this today's leaders need to take a coaching approach. But what do coaching leaders do differently? What is the science that underpins being an effective coaching leader? What is the art? And what is the 'X-factor' that enables coaching leaders to deliver exceptional outcomes time-and-time again? Increasingly, the role of a coaching leader is to create 'spaces of possibility' for those they lead; a space where traditional authority, expectations and day-to-day activity is paused. A space that allows the exploration of life's many successes and challenges in ways that encourage greater effectiveness. Within this space the role of the coach is to guide, to contain, to mirror, and to listen.

Using a range of learning methodologies, including group learning experiences, peer coaching opportunities, personal reflection activities and self-initiated learning (online enabled) plus the implementation of an Action Coaching Project, you will explore the science, art and practice of effective coaching. This three-week intensive program (2 day face to face contact) is designed for leaders across all industries needing to take a coaching approach to partner with people to deliver upon organisation outcomes, both large and small.

Workshop One focuses on the *science* of coaching – when to adopt a coaching approach to leading others, two core coaching modalities, the four key 'skills' of the high impact coach and how to create a productive and effective coaching dynamic. Workshop Two is conducted three weeks later and focuses on the *art* of coaching, including six core coaching processes employed by most experienced coaches. An Action Coaching Project between these workshops involves you undertaking real coaching as with a fellow participant and a 'coachee' around actual issues in the work place.

Your facilitator for this program will be Dr Richard Harmer, GLF Leadership Consultant and it will be held at the Leaders Institute on the **10th and 31st of March** next year. The investment for this program is \$950 plus GST for financial members and \$1,200 plus GST for others. To secure your position please register with Raeleen Day at Raeleen.day@lisa.com.au or on 7070 0960 by **Friday 18th Feb.**

Ⓜ THE ART AND PRACTICE OF ETHICAL LEADERSHIP – From crises within our religious institutions, corporate greed and a lack of responsibility for public funds, to short-term thinking and decision-making by our politicians - our news is filled with examples of an ethical void in leadership and more generally in society today. A new program, the Art and Practice of Ethical Leadership, developed as a joint venture with the **Ethics Centre of SA**, is intended to fill this void.

This program is will prepare you in thinking ethically and making ethical decisions. Using a mix of interactive seminars, workshops, case studies and an organisational ethical audit tailored to the backgrounds of program participants, this 2 day program will assist you to build your own ethical muscle and help you apply high ethical standards and practices in your personal life, your professional roles, your organisation and your community. The investment for this program, being held **Thursday and Friday 7-8 April** is \$950 plus GST for financial members and \$1,200 plus GST for non financial and non-members. Book through Raeleen Day at raeleen.day@lisa.com.au. Venue: Leaders Institute of SA, Level 1, 164 Greenhill Road, Parkside. **Register by 4th March.**

Ⓜ HIGH IMPACT WOMEN IN LEADERSHIP – Limited places are available for the High Impact Women in Leadership Program which commences on May 5, 2011. This is the fourth year the HILW program will run and it is already 1/3 booked. It is a joint initiative of the Leaders Institute of South Australia and Locher Human Resources and was established to respond to some of the challenges faced by women in the private, public and community sectors. The program is focused on guiding participants through a series of key modules such as leadership fundamentals, personal leadership, team building and career and life planning. It also draws on the experiences of the participants to provide insights that can assist the private, community and public sector to develop a new generation of female leaders. The investment for this 7-month program is \$7200 plus GST. For more information download the **brochure, program model and registration form** or contact Julie Worsman at Julie.worsman@lisa.com.au or phone 7070 0960.

GLF ALUMNI EVENTS – NEW!

INTRODUCING BOARDROOM BITES

What is Boardroom Bites?

Boardroom Bites is a new initiative based on the successful and topical graduate session presented by Kevin Osborn in October 2008 on the GFC. In response to the Alumni survey the Alumni Executive recognised a need for flexible and family-friendly timing of events where leadership insights can be distilled and shared and networks extended.

Hosted by the CEO of the Leaders Institute or the Chairman of the Alumni Executive, over a fine selection of cold foods and Jacob Creek wines, Boardroom Bites offers bite-sized insights to either the 'highs and lows of leadership' or a selected board member's

personal topic of interest based on current events and/or previous experience. Given the caliber of our esteemed Board, this exclusive GLF event offers a great networking opportunity for attendees and a great way to gather chestnuts of wisdom from some of Adelaide's finest leaders.

The first Boardroom Bites session is being held at 12:30pm – 2, **Tuesday 15th March**. There will be **12 places only** for the investment of \$35 plus GST each. To secure your seat at the table please ensure you are a financial member and contact Raeleen Day on 7070 0960 or at Raeleen.day@lisa.com.au by Friday 25th Feb 2010

BOARDROOM BITES – KAY HANNAFORD SEAMARK – TOKENISM 12:30pm – 2, Tuesday 15th March

Diversity or tokenism? Being appointed to a Board can be daunting as well as flattering and exciting. With focus on diversity and even quotas for achieving it, how do you manage your role and your participation when you are one-of-a-kind on the board? How do you optimise the opportunity to contribute, without marginalising yourself or the gender/race/sector you represent? Even when you've been assured you are there because your specific skills, experience and point of view are valuable and needed, how do you manage the perceptions of others? How do you win the confidence of your Board colleagues? These are some of the questions that we will address in this Boardroom Bites discussion. Bring your own experiences and questions to contribute. To secure your seat at the table please ensure you are a financial member and contact Raeleen Day on 7070 0960 or at Raeleen.day@lisa.com.au by **Friday 25th Feb 2010**.

THE POSSIBILITIES OF WEB 2.0 – ADVANCED NOTICE - Tuesday 22nd March

Web 2.0, is a phrase coined by O'Reilly Media in 2004, and refers to a second generation of internet-based services-such as social networking sites, wikis, communication tools, and folksonomies-that emphasize online collaboration and sharing among users. The advent of Web 2.0 characterises the shift in the World Wide Web from a collection of static sites and experiences to a global space of deeper and broader content with richer interaction between individuals. Some of these Web 2.0 services and companies have appeared out of nowhere to quickly change the dynamics of Internet marketing and advertising. For example, the online video sensation YouTube was founded by two young California entrepreneurs in February 2005; less than two years later it was sold to Google (in October 2006) for \$1.65 billion. This is good news for many including small business to large, NFPs and social innovators, because new applications such as blogs, wikis, and online video advertising can level the playing field, extend our reach and are far more affordable than traditional advertising methods. Yet, given the wide array of options, confusion reigns when it comes to selecting Web2.0 marketing for organisations and community initiatives.

So how should marketers, social innovators and leaders alike look at, and take advantage of, the possibilities of Web 2.0? Come along to a FREE member event to see how social media can cost effectively expand your footprint and further your cause. Patrick Baker & Associates, a marketing consulting company with expertise in web 2.0 marketing, are generously sharing their specialist knowledge in a once only evening commencing at 5:30-7:30pm, on Tuesday 22nd March 2010. To register your interest for this event please contact Raeleen Day on 7070 0960 or at Raeleen.day@lisa.com.au by **Friday 14th Mar 2010**.

PROFESSIONAL DEVELOPMENT ARTICLE – EMOTIONAL INTELLIGENCE

What is Emotional Intelligence (EI)? Salovey and Mayer (1990) talk about EI in terms of ones ability to process emotions. So being able to:

1. Identify and express your emotion,
2. Regulate and manage your emotion and
3. Reason with emotions in thought.

Why are these emotional processing abilities important? Salovey and Mayer believe they impact psychological wellbeing, life satisfaction and how we interpersonally relate to others. In addition, these emotional processing abilities are also thought to underpin other relevant skills that can be learnt or taught. (Palmer, Gignac, Ekermans and Stough, 2003)

Building on these ideas, Daniel Goleman explored the link between EI and important life criteria, releasing his research in the book "Emotional Intelligence: why it can matter more than IQ" which became the most widely read social science book in the world (Gardner, 1999) and is in your GLF Library should you wish to borrow it.

Many models have been developed, however the consistent philosophy underpinning them is the conviction emotions directly impact on performance, decisions and behaviours and that EI varies between people and unlike IQ, EI can be positively influenced and developed over the course of your life. Good news for all of us!

It is easy to see why then effective leadership relies to some degree on effective application of your emotional intelligence. How you manage your EI and how you impact those around you affecting staff engagement, retention and productivity.

The Genos model identifies 7 skills in EI which will have a workplace impact. The more effectively we utilise these skills the more effective our decisions, behaviour and performance will be as leaders.

1. Emotional Self-Awareness	The skill of perceiving and understanding one's own emotions.	The capacity to identify and understand the impact one's own feelings are having on thoughts, decisions, behaviour and performance at work - greater self awareness
2. Emotional Expression	The skill of expressing one's own emotions effectively	Creating greater understanding amongst colleagues about you . Creating trust and perceptions of genuineness amongst colleagues
3. Emotional Awareness of Others	The skill of perceiving and understanding others' emotions	Greater understanding of others and how to engage, respond, motivate and connect with them - Interpersonal effectiveness
4. Emotional Reasoning	The skill of utilising emotional information in reasoning, planning and decision-making	Enhanced decision-making where more information is considered in the process. Greater buy-in from others into decisions that are made.
5. Emotional Self-Management	The skill of effectively managing one's own emotions	Improved job satisfaction and engagement. Improved ability to cope with high work demands. Greater interpersonal effectiveness. Enhanced productivity and performance
6. Emotional Management of Others	The skill of influencing the moods and emotions of others	The capacity to generate greater productivity and performance from others. The capacity to generate a positive and satisfying work environment for others The capacity to effectively deal with workplace conflict
7. Emotional Self-Control	The skill of effectively controlling strong emotions	Emotional well-being. The capacity to think clearly in stressful situations. The capacity to deal effectively with situations that cause strong emotions

If you would like the opportunity to self assess your EI skills and increase your emotional processing capacity through some very practical exercises to reap the rewards of better leadership and workplace outcomes for you and your team, then you may be interested in the Emotional Intelligence workshop scheduled for Friday 18th February. See the GLF Alumni Professional Development section at the beginning of this newsletter for more information.

Written by **LIBBY TYSON FGLF06** and adapted by Sarah Rhead, Director of Program Development

FELLOW'S NEWS

PAUL BROWN FGLF01 has recently taken over as Chairman of the SA branch of Australian Tourism Export Council and one of his key goals is to make more people aware of the importance of tourism to this State. Good luck Paul.

SUZANNE CURYER FGLF06 has recently joined the Career Development Association of Australia's national board. Along with standard board responsibilities Suzanne will be overseeing the business development strategies of the association. Suzanne has been a board member of Graduate Careers Australia for over 4 years and is now in her third elected term. Graduate Careers Australia provides career information to graduates and employers, collects and publishes course experience and graduate destination statistics for governments, universities and the public. Suzanne is currently studying a Master of Business Administration at the University of South Australia. Suzanne utilised the agreement between the Leaders Institute and UniSA to gain credit transfer for two MBA electives due to being a fellow of the GLF. The credit transfer was a significant consideration in undertaking the program and extremely useful in fast tracking the program. Suzanne is certainly keeping busy!

DAVID DAHM FGLF00 and his company Health and Life Pty Ltd have been successful in qualifying for the sixth annual FAST MOVERS SA Company Index list of finalists. At the time of putting this newsletter together, David and his team were just days away from finding out who was winner and runner-up. We hope it was you David.

BRENDON GREEN FGLF01 has recently been appointed to the position of State Manager SA & NT, Corporate Banking with HSBC Bank Australia Limited. Congratulations Brendon!

DAN JORDAN FGLF08 has a new job (as of August) he is now the Director of National Reform & Economics at the Dept for Water. Well done Dan!

KAHER KAZEM FGLF02 Vice President, Manufacturing & Quality at General Motors is currently located in Thailand on an International assignment. Good luck Kaher.

TOM KEENAN FGLG09 has recently moved into another role with the newly created Origin Foundation. Tom's primary responsibility is to identify and fund community partnerships in line with the Foundation's primary goal – which is capacity building through education. Tom previously managed Origin's well regarded Power On which looks to support Origin's vulnerable customers. 'Managing Power On afforded me the opportunity to get more closely involved with the more disadvantaged aspects of our society. I then established a number of Origin's community support programs, which I found really satisfying. So after completing GLF in 09, I knew where I wanted to go and moving to our Foundation was pretty much the natural progression. When you look at the some of the numbers around disadvantage – especially youth - it is obvious where the opportunities lie and that is where we want to focus our attention. Between our board and the actual team we've already established a pretty capable line up, such as; Gordon Cairns (former CEO of Lion Nathan), Sean Barrett (former CEO of Planet Ark) and Grant King (current CEO of Origin). And we are deadly serious about making our Foundation work and work extremely well.'

LYNDALL LEWIS FGLF07 and partner Greg welcomed Lottie Joyce to the world on the 12th July 2010 and they couldn't be

happier. Lyndall completed her contract with Codan as HR Manager prior to Lottie's arrival and is enjoying being a stay at home mum.

ROBIN MOORE FGLF06 was appointed as the Chief Operation Officer for the Cairns and Hinterland Health Service District in March this year. Robin is responsible for the operational management of the Cairns Base Hospital and the surrounding district hospitals and approximately 28 community health centres covering an area of about 142,900 km² from Tully and Cardwell in the south to the Daintree in the north and west to Croydon. The population of this area is about 221,000. As the referral hospital for the whole of Far North Queensland, Cairns Base Hospital serves a broader population of about 250,000. Covering all services from Acute, Mental Health and Community, Robin's team also service a number of needs to the north - Cape York and TI with a number of patients coming from PNG. Robin notes it has been very exciting and the time has just flown! Thank your for the update Robin.

ANNE RHODES FGLF00 has just begun an exciting new role as part of the team working in the Thinkers in Residence Program. NOT as a thinker but as an Assistant to any thinking that may be going on. Think on Anne!

ELSABET TAMRAT FGLF07 has been elected as President of the Ethiopian Community Association. Congratulations Elsbet!

TRACY YORK FGLF03 has been appointed as a Technical Assistant to the Adelaide 36ers in the National Basketball League. Tracy is the first female to make it on a 36ers team poster! Tracy is about to take close to 6 months off full time to be with the team and is enjoying the experience. Congratulations Tracy!

DENNIS MUTTON MEDAL

Recently at the very successful GLF Graduation our patron, his Excellency, Rear Admiral Kevin Scarce AC CSC RANR, Governor of South Australia and Dennis Mutton, presented the Dennis Mutton Medal, and Certificates of Merit and Encouragement to several very worthy GLF'ers. We would like to warmly congratulate **JENNIFER DUNCAN FGLF08** on her outstanding achievement through the Community Board program which was awarded with the Dennis Mutton Medal (and kindly accepted in her absence by her fellow Community Board team member **RUTH CARTER FGLF01**) and a financial award of \$750 kindly donated by Dennis himself and matched by the Leaders Institute to be put towards personal development.

We had great pleasure in seeing several of Jennifer's peers recognised for their contribution and leadership beyond self also. The judging panel for this prestigious award consisted of Dennis Mutton, the Chairman and the CEO of the Leaders Institute of SA and the Chair of the GLF Alumni Executive. The panel gave considerable deliberation to comprehensive criteria which included outcomes achieved, anticipated ongoing benefits, the quality and depth of involvement, the impact and connection to the GLF program and alumni and the extent to which this initiative would be sustained beyond personal involvement.

The strength of the applications were outstanding and the key areas relied upon to determine what differentiated a Certificate of Merit from a Certificate of Encouragement largely came down to whether the initiative was still in it's earlier stages and therefore yet to realise some of its targeted outcomes, would be sustainable if personal involvement was pulled back at this early stage, and whether it was specifically driven from leadership skills and connections drawn from the GLF. There is no doubt that all nominations have shown excellence in leadership beyond self which is at the heart of the Dennis Mutton Medal. We sincerely wish to congratulate the following GLF'ers on their personal outstanding achievement.

Certificate of Merit	- AMANDA RISCHBIETH FGLF04
	- CRAIG SCHMIDT FGLF07
Certificate of Encouragement	- MICHAEL O'CONNELL FGLF02
	- ELSABET TAMRAT FGLF07
	- MARK WIESZYK FGLF03

\$80,000 MBA SCHOLARSHIP

The Cranfield scholarship opportunity is worth over \$80,000 - targeted at talented Australians who have a passion for Australia and a desire to contribute to its future. The scholarship is the highest value scholarship available in Australia and covers tuition fees for the one-year, full-time MBA programme in the UK and also provides a grant towards living expenses and airfares. The scholarship has helped four talented Australians gain their MBA and then move on to exciting careers both here in Australia and internationally. The Cranfield MBA programme was recently rated in the top 3 world-wide in a survey of the intensive one-year MBA programmes by the *Wall Street Journal* and first in the UK by *The Economist*. They are seeking talented people who have at least three years of practical, real-life work and life experience with a track record of success, who are most probably around 26 to 34 years of age and who have the passion and character to benefit from an intense one-year accelerated professional and personal development experience.

If you know someone, professional colleagues, friends or family who could benefit from this opportunity, please take the time to forward this information on to them. Interested applicants should register interest on the website as soon as possible. To find out more about the Scholarship, the Cranfield School of Management, previous winners and how to apply, please go to: www.cranfieldalumni.org.au. Applications close 7 March 2011.

LEGAL UPDATE

Fair Work Australia Clarifies Salary Sacrifice/Minimum Wage Quandary: A recent decision by Fair Work Australia appears to conclusively settle the issue on whether an employee's take home pay can be less than their award set minimum wage as a consequence of salary sacrificing arrangements. Employers have been concerned about possible breaches of modern awards or

the *Fair Work Act* where an employee has asked for significant salary sacrifice arrangements. In the case involving Casey Grammar School in Victoria, a teacher has been allowed to contribute more than half of her annual salary into a super fund without the resultant loss of salary in anyway threatening to breach the award. The decision now makes it clear that, provided you enter into an agreement that meets the general requirements of the *Fair Work Act* you can agree to salary packages which reduce the cash element below the minimum wage. **Contacts:** If you have any queries regarding this Legal Update, please contact:

GRANT ARCHER FGLF02 (Leaders Institute Board Member)

Partner

grant.archer@finlaysons.com.au

8235 7851

NOMINATIONS FOR AUSTRALIA DAY AWARDS

'Women Hold Up Half the Sky' Award - Acknowledging the outstanding contribution of women in the community

Nominations close next Friday 10 December 2010 - Last year 250 women were nominated for the 2009 South Australian Women's Honour Roll - we would like to beat this record so please nominate one of your peers, work colleagues, Elders or yourself for the 'Women Hold Up Half the Sky' Award. This is the first time an award specifically acknowledging women has been included in the Australia Day Awards and it will be awarded at Government House in January next year. Please see **nomination form** attached - if you would like any further info please call the Australia Day Council office on 8227 2601.

FREE COMMUNITY EVENTS

THE UNIVERSITY OF ADELAIDE AND WOMEN'S & CHILDREN'S HEALTH RESEARCH INSTITUTE INC.

FOOD FOR HEALTH - separating myths from facts - 8th December 2010, 5.30pm - 7.00pm (doors open from 5pm).

Venue Elder Hall, North Terrace - ADMISSION FREE. An expert panel will be discussing and answering questions about the confusing messages we receive regarding food and nutrition.

Panel members: Professor Bo Lonnerdal (UC Davis University of California, USA), Professor Peter Aggett (University of Central Lancashire, Preston, UK), Professor Dennis Bier (Baylor College of Medicine, Houston, USA), Professor Maria Makrides (Women's & Children's Health Research Institute), Professor Jennie Brand-Miller (University of Sydney), Professor Manny Noakes (CSIRO) Moderator Professor Robert Gibson (University of Adelaide).

These panel members are some of the leading nutrition researchers from across the world. Most people think experts should know what foods are best for their health, but do they agree on what we should be eating? Why are we seeing an increased prevalence of health problems related to overconsumption and nutritional deficiencies? When it comes to nutrition information, what are we to believe? Does food have a role in preventing disease? Is there a concern about the quality of our food now that we prioritise food production over nutritional quality? Is modern agriculture producing nutrient-rich or nutrient-poor food and how does that affect us? This is a unique opportunity to hear from some of the world's finest researchers assembled together for the first time. Come along and hear what they have to say, and have your nutrition questions answered.

VOLUNTEERING OPPORTUNITIES

LIFE QUILT PROJECT

Community textile art project to promote work safety: While serious work injuries and fatalities attract news when they occur, there is often little follow-up and recognition of the long term impact these incidents have on family members, friends and colleagues. Across Australia, men are more likely to die at work than women – 92% to 8%; and workers between 35 – 44 years of age [27%] suffer more fatalities than other age groups. Workers in the transport and storage industries have the highest rate of fatalities at 25%, with the construction industry following at 18%. However it doesn't matter what your age, your gender, or the industry in which you work, any fatality or serious work injury has a significant impact on others – family members, colleagues and your social networks. This impact is often not visible. Dealing with grief affects us all differently and has many consequences – in our families, at work and among our friends and social networks.

SA Unions, the Working Women's Centre and the Australian Safe Communities Foundation are sponsoring a community textile art project to promote safety and safe work practices. The project is called - Life Quilt SA. The project has been inspired by a similar project that occurred in Canada in 2000. The Canada Life Quilt project commemorated the lives of 100 young people killed in work related incidents. The Life Quilt has been used since to promote safe work practices. It tours to conferences, workshops and public meetings to encourage all to take responsibility for safety at work. The Life Quilt SA [LQSA] project will design and make a wall quilt to be used across South Australia to promote safety at work. The project is designed to draw together people affected by a significant work place incident. Life Quilt SA will be coordinated by local textile artist – Sue Morley. Workshops will be held weekly on Friday afternoons, in Kent Town, over a 4-month period, commencing in Feb 2011.

Experience in sewing or textile art is not a prerequisite to becoming a participant; but a willingness to contribute to and be involved in a community art project is. If you would like to be involved contact the Working Women's Centre: Ph – (08) 8410 6499 or email - wwc@wwc.org.au.

THE MAGDALENE CENTRE

Thanks to the generosity of our friends and supporters, the Magdalene Centre will provide **500 food hampers** and **1200 toys** to individuals and families experiencing hardship this Christmas. Join us in bringing joy and hope to those in need, and **make a food, toy or financial donation**. Consider popping just an extra item or two into your trolley next time you go shopping. Donations can be dropped in to us at 26 Moore Street Adelaide between 9am and 4pm, Monday to Friday (anytime between now and 19

December). We'd love you to encourage your family, friends and colleagues by forwarding this email on to your networks. For further information, please contact us on (08) 8305 9382 or magdalene@anglicare-sa.org.au

AUSTRALIAN BUSINESS VOLUNTEERS

FOOD TECHNOLOGIST, Location: Solomon Islands, **Contact:** (02) 6285 1686 or recruitment@abv.org.au A one month project in an ice cream factory and shop to improve production methods to meet international standards, document procedures and train staff in maintenance scheduling. Qualifications in food technology or related areas and food production experience are sought.

SECURITIES & EXCHANGE COMMISSION, Location: Cambodia, **Contact:** (02) 6162 7606 or recruitment@abv.org.au Assist the SEC to develop and document its processes and train staff in preparation for launch of stock market in 2011. You will have relevant qualifications and at least ten years practical regulatory or securities sector experience. Travel, accommodation and living allowance provided.

YOUTH CHALLENGE AUSTRALIA

PRIMARY SCHOOL TUTORS, Location: West Arnhem Land, NT, **Contact:** apply at www.youthchallenge.org.au Live in the Warruwi community for ten weeks in term one 2011 to improve indigenous students' education and learning outcomes. There is a participation fee of \$2600 which covers accommodation, meals, and all project expenses while in-community.

WHAT'S ON THE WEB

Please find below some to recently added content which you might find useful and interesting:

- The Art and Practice of Ethical Leadership on 7 & 8 April 2011 – [click here](#)
- Think Tank 2011 with SA Health – [click here](#)
- GLF Edge 2011 – [click here](#)
- Professional Development links – [click here](#)

DIARY DATES

Date	Event	Presented By	Exclusive to Leaders Institute Members	Cost		
				Financial Institute Members	Non Financial Institute Members	Non Members
2011	EDGE – Register by 31 December	Leaders Institute of SA	N	\$2000	\$2750	\$2750
Feb 18	Leading with Emotional Intelligence – RSVP by 28th Jan	Leaders Institute of SA	N	\$445	\$495	\$495
Mar 3	Leading with Self Awareness (MBTI) Register by Friday 18th Feb	Leaders Institute of SA	N	\$450	\$600	\$600
Mar 15	Boardroom Bites – Kay Hannaford Seamark Register by Fri 25th Feb	Leaders Institute of SA	Y	\$35.00	N/A	N/A
Mar 22	The Possibilities of Web 2.0 RSVP by 14th Mar	Patrick Baker & Associates	N	FREE	\$35	\$35
Mar 10 & 31	The Coaching Leader - Register by Fri 18th Feb	Leaders Institute of SA	N	\$950	\$1,200	\$1,200
Mar 28-30	Intro to Leading Evolutionary Change: Foundation Program – Register by Fri 25th Feb	Leaders Institute of SA	N	\$1,800	\$2,100	\$2,100
Apr 7-8	The Art & Practice of Ethical Leadership – Register by Tues 15th Mar	Ethics Centre of SA & Leaders Institute of SA	N	\$950	\$1,200	\$1,200
May 5	High Impact Women in Leadership – Register by 31st March	Locher Human Resources & Leaders Institute of SA	N	\$7,200	\$7,200	\$7,200

NB: Please note all prices in the above table exclude GST.

ADVANCE NOTICE – CANCELLATION FEE POLICY

As many Fellows would be aware, many GLF Alumni events are free for members and those that are not free, are charged on a cost-recovery basis, which we are able to do in part, due to the collection of annual and life membership subscriptions from Alumni members. While we strive to offer as many free events as possible, those that are catered or involve paid speakers are often charged on a cost-recovery basis to assist with the ongoing sustainability of the organisation.

In order for us to continue to be able to offer the quality and quantity of free and low-cost events and due to an increasing number of cancellations and no-shows to events, we have had to instigate a cancellation policy for events. All events in 2011 that are subject to this policy will be identified when advertised and cancellation 48 hours prior to an event will not attract any cancellation fee (unless otherwise stated). We understand that people are busy and work requirements often result in the need to cancel, but we ask that members make every effort to cancel as early as possible to avoid unnecessary costs.

As a professional organisation and one which wishes to continue to offer the highest quality opportunities to members, we are sure you will understand the need for this Policy. The Alumni Executive Committee has considered and endorsed this change but if you have any questions about this policy, please contact Cindy Duncan.