



Managing with Mathematical Precision

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Managing yourself and others in away that is:

- consistent
- considered
- careful

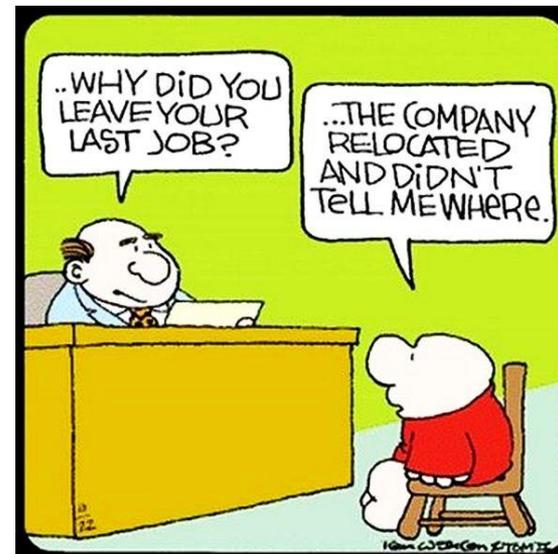


engenders trust, fairness and respect.

Dispersed workforce



Less permanency



Higher learning & development expectations



Diverse workplaces



Sources of employment



WHERE JOBS WILL BE

MINING, manufacturing, agriculture and fisheries will not provide any new jobs up to 2020 – and some will slide backwards. Here are growth areas if you can adapt:

1. Healthcare and social assistance have been the main providers of new jobs

in Australia since the 1990s – 250,000 new jobs will be created by 2020. It is due to the rollout of the NDIS, the ageing population, demand for childcare and home-based care services.

2. Professionals such as lawyers, financial advisers,

engineers, accountants, scientists and skilled technicians will provide 151,200 new jobs in the five years to late 2020 – the second major growth area.

3. Growth in the school-aged population will increase, with the low dollar appealing to

foreign students; 121,700 new jobs in education and training will result.

4. Retail trade will provide 106,000 new jobs. Accommodation and food services will grow to create 98,000 jobs.

But on the downside:

Construction in the residential housing sector will grow, but not heavy industry and civil engineering.

Manufacturing will slump, and 45,700 jobs will be lost – half due to the end of the Australian car industry.



What are the lessons we can take from these trends?

Change can be:

- transformational or incremental
- evolutionary or cyclical
- remedial or developmental
- organisation-wide or sub-system
- unplanned or planned

Types of change

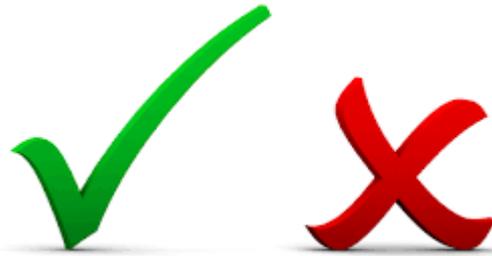


- Technology
- Leadership/management
- Role/projects
- Level of responsibility
- Structure
- Staffing
- Priorities
- Other

Which are permanent?

Which are cyclical?

Types of change



Change is good when...

Change is bad when...

Undertake a Certainty Assessment. What:

Will change?

Won't change?

Is likely to change?

Is unlikely to change?

Is uncertain?



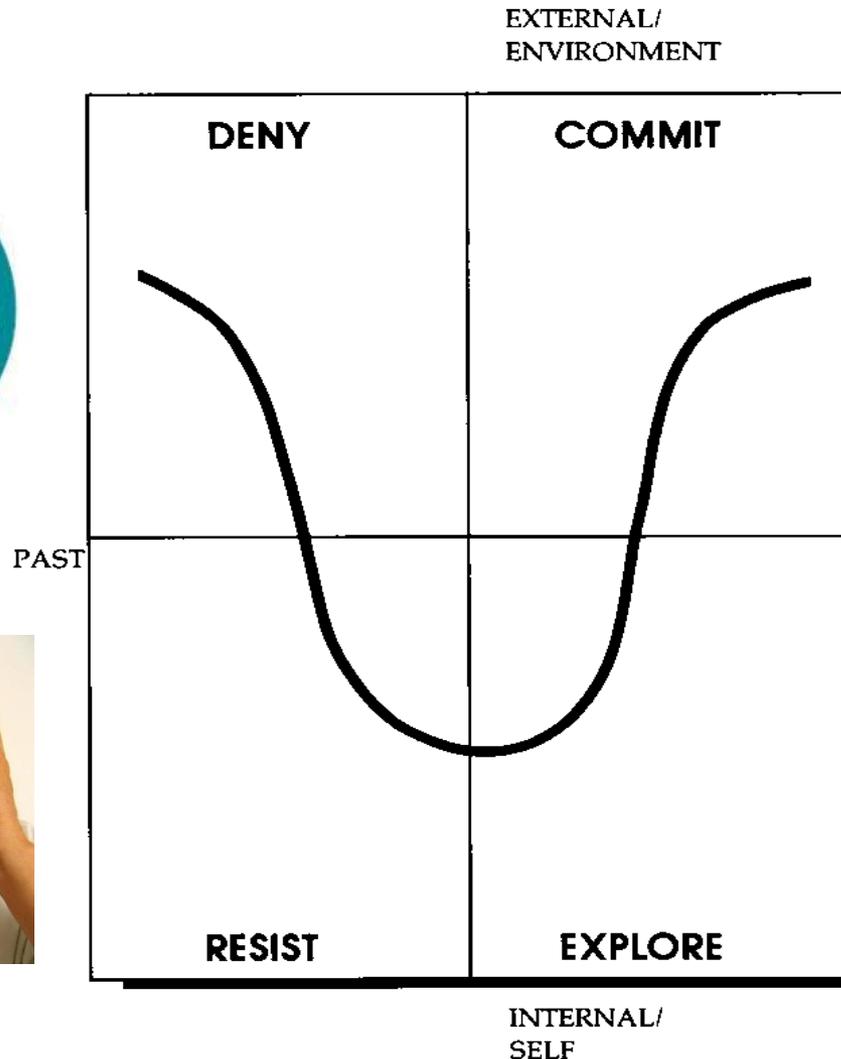
- Don't underestimate the personalisation of change
- Apprehension can be legitimate

When leading or implementing change:

- You're a role model
- Communicate, even what you don't know
- Create opportunities for influence



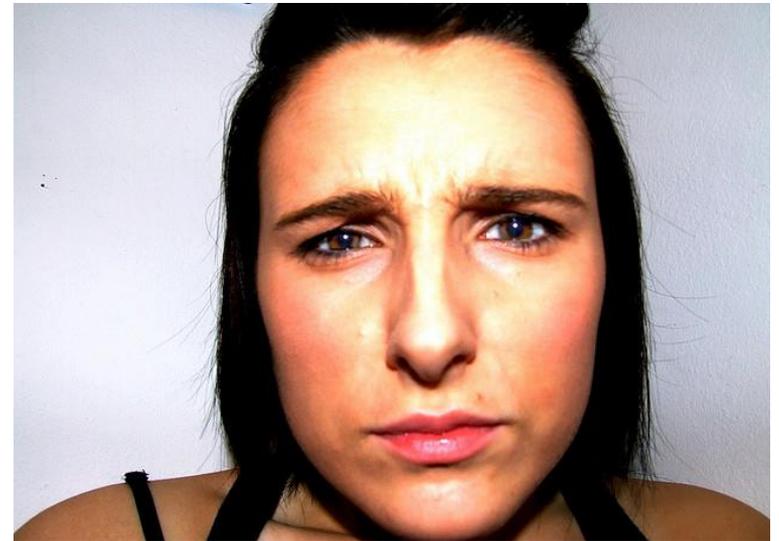
Recognise stages of transition



Reactions to workplace change – the 4 D's



Disidentified



Disoriented



Disengaged



Disenchanted

Often a challenging part of a change process.

Key tips:

1. Accept
2. Don't over-think or over-plan
3. Move forward



Break down situations into 3 elements:

1. Givens

Aspects you have no control over.

2. Negotiables

Aspects you may be able to influence.

3. Controllables

Check you're putting your energy into aspects you can control or influence. Other efforts will be wasted and leave you feeling frustrated, disappointed and powerless.



Consider current, imminent and possible workplace change.

For you personally:

1. List the risks/losses
2. List the opportunities/gains



Staying positive and effective in challenging circumstances.



Think back to a rough time in your own life:

What did you do that helped? e.g. talk to friends

What qualities were helpful in keeping you resilient.

e.g. a sense of humour



Characteristics of resilience



- Ability to control emotions and impulses
- Realistic analysis of cause
- Proactive approach and an internal sense of control
- Clarity of personal goals and direction
- Optimism and self assurance
- Social connections, support options and preparedness to reach out
- Flexibility
- Sense of humour



Optimism is about how you think about *causes* of events – ‘explanatory style’.

Optimists don’t tend to see bad events as:

- lasting for ever (permanent)
- affecting every area of their life (global)
- a bad reflection on them as a person (internal)



Key messages



It's not what happens to you, but what you make out of what happens to you that makes you resilient.

“Explanatory style” or thinking is a key factor.
Resilience can be learned, but it takes practice.



Assess your employability

- What areas of capability are required by the organisation/sector?
- Keep an eye on the horizon. Do you anticipate there is a significant future need for these abilities?
- How will this benefit your career choices and success in the future?
- What are your three greatest strengths? How can you utilise these to support yourself in your current situation?
- How are you currently regarded in the organisation/sector – what are you known for? What is your personal reputation (brand)? How is your performance and attitude viewed by others? Do they enhance your employability, or act as a barrier?

- Remain visible (for the right things), mobile and credible
- Assess your employability
- Network both inside and outside the organisation but make sure the focus is on building genuine relationships
- Create a plan
- Keep your Resume up-to-date
- Recognise and record your achievements



How would you rate your:

- ✓ Change readiness?
- ✓ Resilience?
- ✓ Mindset?
- ✓ Career planning and development?

