



Australian Government

Department of Education, Employment
and Workplace Relations



National Disability Coordination Officer Program

CDS

Centre for
Disability
Studies

Where all we want is; start small **BUT DREAM BIG**
Happy belated "Valentines Day"

As my hope is to "Share the love" with all in a business appropriate manner I have as a belated Valentines gift I would like to invite you all to the Upcoming

Business Breakfast

This event will be at St George Leagues Club

22nd of March

Hear an Expert –Clive Leach

<http://bit.ly/cliveleach>

Discover & Ignite Your Strengths –
Building Flourishing Individuals &
Organisations

The first 5 people to contact
shanesmith@sydney.edu.au

Will receive free entry for themselves and a guest.

For more details see:

<http://bit.ly/NDCOevents>

Or if you wish to go straight to
Registration then goto:

<http://bit.ly/BusinessBreakfastReg>

Disability Employment News

For previous issues goto:

<http://bit.ly/NDCODisnews>

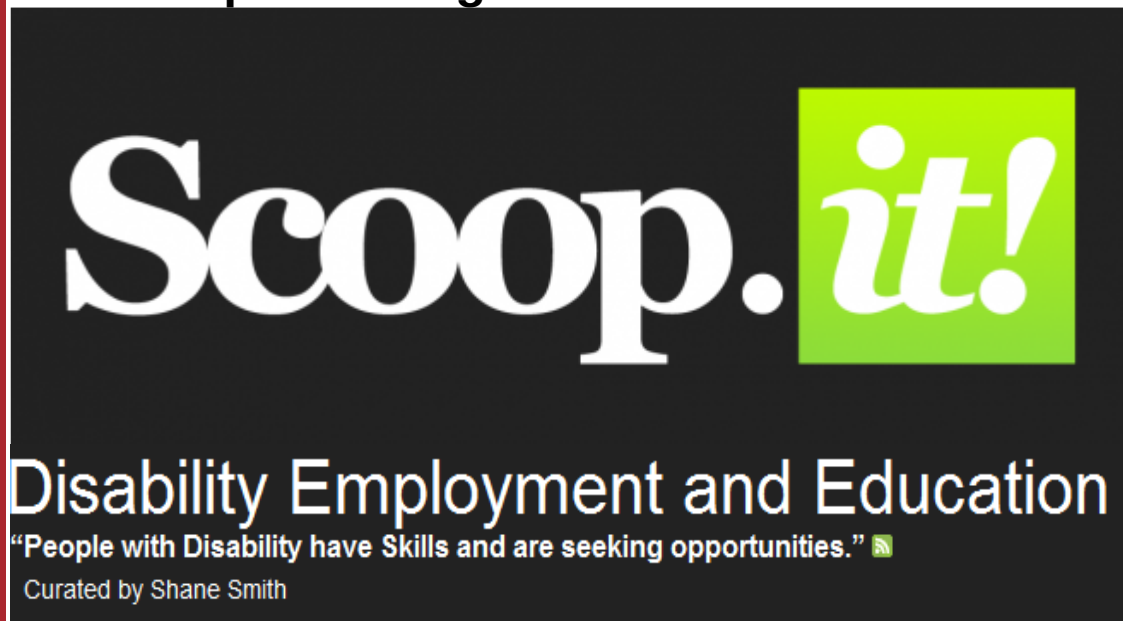
Hello and welcome new and old recipients of this newsletter alike. Please be advised that not all of the information in this newsletter will be important to you but feel free to email shanesmith@med.usyd.edu.au if you wish some particular information related to employment, disability, support strategies, business specific information or something specific to be added.

Please distribute the Newsletter to those that you think would be interested in it.

For information on subscribing/ unsubscribing, please go to the end of the newsletter.

ITEMS FROM THE INTERNET:

Click the picture to go to the site!



CHANGE THIS: Free Ebook

Free Ebook from <http://changethis.com/>

- [Quoting directly from the site Change this there mission is:](#)

Our mission: to support and spread great ideas.

Great ideas = Passion. Conviction. Knowledge. Education. Thought. Persuasion.
Freedom. Appeal. Change. Point-of-View. Self-Betterment. Inspiration.



Over a period of several months, a consultancy business owner subjects her office manager to a campaign of relentless verbal bullying, characterized by snide comments, unremitting criticisms and unpleasant remarks.

She bullies him in their one-to-one meetings and, to a lesser extent, when other colleagues are present as well— although the tone and character of her words as less harsh on these occasions. Nevertheless, his co-workers realize that their boss singles him out for an unfair degree of verbal assaults but none of them finds it within themselves to intervene and offer him support at the time of an attack.

To download the book please goto: <http://bit.ly/Changethisarticles>
And press on the title to download

BUSINESS NEWS

- [Unhappy Employees: Why you need to care!](#)
- [What is Your Culture like, and is it hurting your Business???](#)
- [Seeking some learning in the area of Marketing and Branding!](#)

Unhappy Employees: Why You Need to Care

Employees aren't happy. There are so many studies out there that prove this it's almost a crime to link to anyone of them ([but here's one](#)). Whether it's an industry inside blog about employee engagement or a straight up op-ed piece with frightening statistics, the message is clear. Employees are just plain old dissatisfied and we are, as the old saying goes, really supposed to pay attention to this (*ed. note: not really an old saying*).

Why? Because, and it should be obvious by now, with culture scions Starbucks, Zappos and Southwest garnering new headlines every quarter, happier employees make BETTER employees. And better employees make more effective teams, spread a significantly higher

amount of hotshot consumer buzz and affect the bottom lines of productivity and revenue. In fact, Gallup was quoted in the New York Times, placing the price of America's disengagement crisis at a staggering \$300 billion in lost productivity annually. James K. Harter found, [in a 2010 study](#), that lower job satisfaction foreshadowed poorer bottom-line performance. So, the research backs up vendor and analyst claims alike.

To read the full article goto:

<http://bit.ly/unhappyemployees>

- [What is Your Culture like, and is it hurting your Business???](#)

The story below relates to a companies culture across the organisation and what can achieved or indeed destroyed if you do not have a finger on the pulse of your company culture.....

Culture Eats Strategy For Lunch



Get on a Southwest flight to anywhere, buy shoes from Zappos.com, pants from Nordstrom, groceries from Whole Foods, anything from Costco, a Starbucks espresso, or a Double-Double from In N' Out, and you'll get a taste of these brands' vibrant cultures.

Culture is a balanced blend of human psychology, attitudes, actions, and beliefs that combined create either pleasure or pain, serious momentum or miserable stagnation. A strong culture flourishes with a clear set of values and norms that actively guide the way a company operates. Employees are actively and passionately engaged in the business, operating from a sense of confidence and empowerment rather than navigating their days through miserably extensive procedures and mind-numbing bureaucracy. Performance-oriented cultures possess statistically better financial growth, with high employee involvement, strong internal communication, and an acceptance of a healthy level of risk-taking in order to achieve new levels of innovation.

Misunderstood and mismanaged

Culture, like brand, is misunderstood and often discounted as a touchy-feely component of business that belongs to HR. It's not intangible or fluffy, it's not a vibe or the office décor. It's one of the most important drivers that has to be set or adjusted to push long-term, sustainable success. It's not good enough just to have an amazing product and a healthy bank balance. Long-term success is dependent on a culture that is nurtured and alive. Culture is the

environment in which your strategy and your brand thrives or dies a slow death.

To read the full article goto:

<http://bit.ly/Cultureeatsstrategy>

- [Seeking some learning in the area of Marketing and Branding!](#)



Here I found a Web based marketing School that has a range of online Lectures in the area of Marketing and Branding.

To seek further detail goto:

<http://bit.ly/Marketinguniversity>

INTERESTED IN GIVING SOMEBODY A FAIR GO?

- [Would you be interested in having a NDCO come out to your workplace to test the workability of your workplace for people from a broad range of backgrounds.](#)

As the NDCO for the Inner Sydney Eastern Suburbs St George Sutherland area I would be able to attend your workplace and cast a fresh set of eyes over your workplace to see if there are potential opportunities for your business to expand and diversify its workforce.

I have Bachelor Degree in Education, approx 20 years experience within the Disability and Greater Human Services Industry. I have worked particularly within the area of Employment and recruitment of people with a disability for the last 8 years where I have been able to assist many businesses to successfully implement a strategy of working with a person who has a disability.

I may be able to assist in some of the following:

- the benefits of building a diverse workforce
- living and working with disability
- emerging technology
- disclosure of disability in the workplace
- implementing reasonable adjustments
- information accessibility..... and more!

As well as I have a great range of contacts that could assist you in the event that I would be unable. Including an Organisation called Australian Network on Disability (AND)

<http://www.and.org.au/>

NOT because it is charitable but because it is simply good business.

If interested contact:

Shane Smith
88780511
0438368724
shane.smith@sydney.edu.au

FAMOUS PEOPLE who have/ had a disability



John Cougar Mellencamp - John Mellencamp, also known as John Cougar and John Cougar Mellencamp, (born October 7, 1951) is best known for being an American rock singer-songwriter. As a child in Seymour, IN, Mellencamp had suffered a number of setbacks, including being born with a neural tube defect called spina bifida that necessitated a lengthy hospitalization as a baby. As a teenager, he was rebellious, often getting in trouble with the law. He formed his first band at the age of 14, and continued to play throughout his teens.

Spina bifida is a developmental birth defect involving the neural tube, incomplete closure of the embryonic neural tube results in an incompletely formed spinal cord.

Spina bifida malformations fall into three categories: spina bifida occulta, spina bifida cystica (myelomeningocele), and meningocele. The most common location of the malformations is the [lumbar and sacral areas of the spinal cord](#).

The lumbar nerves control the muscles in the hip, leg, knee and foot, and help to keep the body erect.

There is no cure for nerve damage due to spina bifida. To prevent further damage of the nervous tissue and to prevent infection, pediatric neurosurgeons operate to close the opening on the back.

Neural tube defects can usually be detected during pregnancy by testing the mother's blood (AFP screening) or a detailed fetal ultrasound. Spina bifida may be associated with other malformations as in dysmorphic syndromes, often resulting in spontaneous miscarriage.

Disabled World - Disability News for all the Family: <http://www.disabled-world.com/artman/publish/spina-bifida-famous.shtml#ixzz1mby2brIj>

FEATURED BUSINESS/es OF THE MONTH!!!!!!



- Physical Disability Australia (PDA) is a peak national disability organisation funded by the Federal Government through FaHCSIA. PDA exists to persuade governments to mandate laws and rules that enable the full participation of people with physical disability in all areas of society.

- With over 2000 members, PDA is in an excellent position to consult with those

who truly know what needs to change in order for people with disability to experience and enjoy a fully inclusive life. Through these consultations, PDA educate, advise, resource and respond to government through submissions, inquiries and reviews.

As well as advising government, PDA also provides its members with recent news, activities, laws and policy through newsletters, e-bulletins, a facebook page and website.

As a grass roots organisation, PDA aims to effect and initiate change in society's attitude towards people with disability. Normalising disability is important so that people realise we are all equal.

We believe that disability is normal and difference is human.

For further information or to contact PDA:

W: www.pda.org.au

E: pda@pda.org.au

P: (02) 6567 1500

Calls for Expressions of Interest and Input

If there is anything that you would particularly like to see in the Newsletter please feel free to contact Shane Smith at Shane.smith@sydney.edu.au

To Subscribe:

We hope that this edition of Disability Education and Employment News has been of interest.

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To read the Disability Employment News [Disclaimer click here](#).

To Contribute:

If you have any comments, suggestions or articles, resources, scholarships, workshops, conferences, Events or any other information that is Disability Education, Training or Employment related and you wish to promote it send an e-mail to shanesmith@med.usyd.edu.au

The Disability News Archive can be found at:

<http://ndco.cds.org.au/index.php/disability-employment-news-region-1>

Funded by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) under the National Disability Coordination Officer Programme.

The NDCOs for Region 1 and 3 are Hosted at [the Centre for Disability Studies](#)

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