



Australian Government

**Department of Education, Employment
and Workplace Relations**



CDS

**Centre for
Disability
Studies**

Disability Employment News

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.

SOMETHING FROM POSITIVE PSYCHOLOGY RESOURCES

[**A WORD FROM DR HAPPY**](#)

[**A WORD FROM KEN WARREN**](#)

[**POSITIVE PSYCHOLOGY NEWS DAILY**](#)

Don't just settle for a good life...aim for a great life

My good friend (and ex-Aussie), Michael Bungay-Stainer is about to re-launch his very useful book "Do More Great Work: Stop the Busywork. Start the Work That Matters".

Although it's mostly focused on "work" and what we do when we're being paid or trying to earn a living the principles are, I believe, relevant to many other areas of our lives. To give you a taste, for example, I bring you a recent blog posting from Michael in which he outlines 7 strategies to do more great work (and which I would say will also, with some modification, help you live more of a great life). Read on and enjoy...

1. Define three things

It's not a measure of success to check off forty-seven "to-dos" in a day if you haven't actually accomplished what matters most. Define the three high-impact actions you want to take each day, and list them as "all-day tasks" on your calendar so you remember what they are.

2. Know who matters

The brutal truth is that if everyone else is happy, then you're likely not doing Great Work. Great Work

involves making choices, so you need to be very clear about who you want to say “Yes” to—and who matters less. Define your A-list (three people) and your B-list (five people) of who matters. You can consider saying “No” (or at the very least a “slow yes”) to anyone not on these lists. As an added tip here—because it’s always tough to disappoint people—frame any feedback you might get as being professional not personal.

3. Say Yes . . . Slowly

It’s difficult to say “No” in most organizations—but until you know how to say “No” to some of your Good Work it will be difficult to say “Yes” to more Great Work. So master the art of saying “Yes” slowly. Rather than making it your default response, ask at least three questions before you make a decision.

4. Time your meetings

We all know that meetings can be an enormous waste of time and energy. Marketing guru Seth Godin famously doesn’t do meetings. But for those of us who have to, make how much time they’re taking obvious. Google projects a four-foot-high clock onto a wall in their meetings—and people know exactly how long they’ve got to make their point.

5. Do a McKinsey

The consulting firm McKinsey & Company are famous for weeding out the bottom 10 percent of performers in their organization every year. This “up or out” philosophy is harsh—but effective. Apply the same approach to your meetings. Figure out the most ineffective meetings you’re asked to attend—and stop attending them (Ask to be sent a list of action items instead).

6. Control the Blackberry

Our culture of relentless connectedness disrupts our focus and our ability to do Great Work. Find systems or structures to manage the relentless flow of e-mail—because answering 150 e-mails a day is no one’s definition of Great Work.

7. Change places

When you sit down at your desk at the start of the day and crank up your computer, you set your body and brain into Good Work mode: be productive and efficient. Great Work requires a different type of thinking. Find somewhere else to do your Great Work—another place in your office, an empty meeting room, the cafeteria, a coffee shop down the road. Changing the context will change the way you work.

To read more about Michael, his work and this book - [click here](#)

[Business News](#)

Carbon Pollution Reduction Scheme and its impacts on business operators

The Federal Government will be implementing a Carbon Pollution Reduction Scheme in July 2010. Find out about what the Scheme is and how it will impact your business. It is important to plan early and there is an outline of Government funding available to assist in the transition.

Source Click the picture below to goto site



[Click here to view the CPRS Fact Sheet \[PDF\]](#)

[A Word From AND- Australian Network on Disability](#)

[Featured Business/es of the Month!!!!](#)



ADP Workforce Management offers SME's a complete end to end business solution providing services for the entire duration of an employee's life cycle from "hire right through to retire". This involves - Payslips, HR, Superannuation, award interpretation. Saving business time, money and mitigating risk of non-compliance.

<http://www.adppayroll.com.au/>



Insight is a Case Management application designed for the Australian rehabilitation industry. It is being used extensively by rehab providers as a best practice approach to the co-ordination and management of services between injured workers and their employers, treating practitioners, insurance companies and other health services. As a Software as a Service (SaaS) offering, users are able to access the system 24x7 from any PC. Integrated Workflows also provide an efficient and effective tool to assist in complying with Service Level Contracts.

For further information, please go to: www.iinsight.biz.

[JOBS!!!!](#)

Would you like assistance or a person to come out and view your business for potential opportunities to add a staff member, how by working with a Disability Employment provider you may be able to increase productivity, look at the job creation or simply fill that job that you have available

If so contact:

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0438368724
shanesmith@med.usyd.edu.au

[FAMOUS POPL E who have/ had a disability](#)



Franklin Delano Roosevelt - (January 30, 1882 - April 12, 1945)
Franklin was the 32nd President of the United States of America and played a big role during World War II. Roosevelt eventually aided the poor and un-employed of America and restored order at various times during his Presidency. He was also the only President to ever get elected 4 years in a row mostly because of his help for the recovery of the economy. It has been said that Roosevelt had several disabilities including vision impairment.

Read more: <http://www.disabled-world.com/artman/publish/famous-blind.shtml#ixzz0yuod1QP8>

[Conferences and Workshops](#)

National Recruitment and Retention Summit 2010

Why attend the Recruitment and Retention Summit 2010?

As Australia continues to emerge from the global financial crisis, all kinds of industries across the country are beginning to rebound and expand.

With this expansion comes jobs, and as employment opportunities continue to grow the country again finds itself stuck in a similar skills shortage that it faced before markets began to fall in 2008.

While Federal Government initiatives may soon be on the way to bring more skilled people into the workplace and ease the shortage, the immediate future remains turbulent.

The strategies and practices you employ must be tailored to your own organisation. These days, recruiting has become intensely competitive and retaining quality staff has never been so challenging.

With so relatively few skilled workers available, companies will not only have to worry about finding someone suited and qualified to a particular role, but also making them choose them over another company.

And then there is also the question of retaining the skilled staff they already have.

So, if you currently under pressure to develop or deliver unique recruitment and retention strategies, then this Summit is for you.

28 - 30 September, 2010, WatersEdge, Sydney

Further information is available at:

<http://www.recruitandretain.com.au/Event.aspx?id=324162>

[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 Shanesmith@med.usyd.edu.au

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The Disability News Archive can be found at:

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

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No , Vol - Compiled by Timothy Hart the NDCO for North Sydney and Central Coast

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

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