



insideBPW

The Resource for Professional Business Women

Understanding Workplace Behaviour



Dr Lyndon Wall!

This month's speaker is leading medical doctor Lyndon Wall is sharing his wealth of experience and unique insight into new research by offering BPW members & guests a refreshing approach to *'Understanding Workplace Behaviour and the Mind Body Connection'*.

The former UK based doctor and occupational physician is a highly regarded, qualified and professional speaker who delivers insightful presentations and information sessions on mind body connection, its relationship to health and well being and its influence on workplace behaviour.

Dr Wall has an in depth understanding of workplace sickness having assisted thousands of people with issues affecting their ability to continue to contribute and be productive in their working environment.

Having challenged the traditional medical approaches and the medical fraternity to consider the impact our neurological conditioning and perceptions have on our physical and emotional health and well being, Dr Wall is taking this ground breaking approach further. He is now turning his attention to educating wider audiences to understand long term illness as well as offering strategies on prevention and returning staff to the work place. His strategies are sparking conversations in both the medical and business worlds.



Next Breakfast Meeting

Friday, Oct 7th, 2011

6:30am for 6.45am start
@ the Morayfield Tavern
\$15 members - \$25 non-members
Includes full continental breakfast

**Please Note:
Gluten Free Available**



or via Facebook

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Newsletter Sponsor

How long have you had your Pillow ?

Pillow Swap - Only \$5

Sat 22nd October 2011

See Full Sponsor Ad on page 5 ...



PRESIDENTS REPORT



Membership is our focus for this quarter, as you are all aware Caboolture has been the largest club in Australia for many years. This month we lost that position, but guess what within the week we had it back.

Our VPM and assistant VPM are working diligently to increase our membership, if you have any ideas that would be great, let them know on vpp@bpwcaboolture.com.au all good, bad, big or small all ideas will be truly welcomed.

Melbourne cup is coming along quite well, we are still seeking sponsorships there are only a few left so get along and have your business promoted. Caboolture Herald was brilliant with their very large photo of some of the organiser's of the event. A big thank you to, Michelle Halverson, Debbie Biancucci and Karen Jamieson, who have volunteered their time to organise the event. We are looking forward to this great day, I think by basic calculations and the significant interest in the tickets and I know we will sell out.

Last month I attended a few events and we were well represented in the community, we had stalls at the inclusive communities fair and the Multicultural festival. They were great days and a lot of fun. I ran with the Rotary Fun Run, actually I walked, but it was good.

I have a personal thank you to our great committee who volunteer their time to ensure that this great organisation continues to grow. The committee meets

every month and then additionally works on various working parties. We are always looking for more volunteers and please come and see me and link you into the group that best meets your needs.

Things are certainly ramping up in our community and the business groups are all standing with each other so that they can better represent your needs. So if you have any issues that the groups can work on please let me know at president@bpwcaboolture.com.au. I would be happy to present your ideas and suggestions to the various working groups.

If you or anyone that you know that are eligible for the BPW Bursary then applications for the bursary are available so please see me at breakfast or email me for a copy. It may be an exciting opportunity for someone who may need assistance with the continuing of their degree.

I look forward to seeing you all breakfast.

Kimberly James

WHY DELEGATE?

I'm a mother, business owner, marketer, manager, mentor but I'm not a very good 'delegator' at times. Why? Because, many times I feel I don't have the luxury of time to explain and then double check the work done by the delegatee.

Don't get me wrong, I do feel guilty about this. Given that I have no less than 2 Bachelor Degree's, my very first "Management Skills and Techniques for new Supervisors" handbook, a binder full of certificates from mentoring and coaching employee's to time management – and yes, even my old and rather yellow photo copy of "11 Steps to Delegation". So it's not surprising that both highly trained and self trained business women fall into this delegation time trap.

While we all know the basic steps of delegation, I think the most important part to remember for a "doer" such as

myself is that there are future wins for not only your business but also for the 'delegatee and 'delegator'.

- Through delegation, a manager is able to divide the work and allocate it to the subordinates. This obviously helps in reducing my workload so that I can focus on important areas like – planning, and business analysis.
- Delegation of authority in a way gives enough room and space to my staff to flourish their abilities and skill. Through delegation, the subordinates get a feeling of importance (if done correctly). They get motivated to work and this motivation provides appropriate results to a given task. Job satisfaction is extremely important, and if it brings stability and soundness in the relationship between managers and subordinates then it's a vote from me.

- Delegation also helps in breaking the monotony of your staff's day-to-day roles, so that they can be more creative and efficient. Delegation of authority is not only helpful to the subordinates but it also helps the managers to develop their talents and skills too. Since the manager gets enough time through delegation to concentrate on important issues, their decision-making gets strong which can help flourish the talents that are required of them. Through granting powers, it helps the manager to attain communication skills, supervision and guidance; effective motivation and the leadership traits can then flourish. Therefore it is only through delegation, a manager can be tested on his traits.

Continued.... page 5

By Editor, Amy Roche

THANKYOU TO OUR SEPTEMBER YOUR BIZ SPEAKERS

Karen AHL



Karen was born in Horsham (central Victoria) in 1983.

Due to her Dad's work (Linesman), she moved a lot. Karen had 13 addresses and attended 9 different schools throughout Victoria, South East Qld, North Qld and the Northern Territory. Hints of her wanting to 'own her own business' started emerging in grade 4. She

sold mangos on the side of the Bruce Highway with her brother at Miriam Vale out front of her house. Their motivation was to buy lollies.

She completed years 11 and 12 at Tullawong Stage High in Caboolture graduating in 2001.

In 2002, she studied at the University of the Sunshine Coast - Bachelor of Business (Marketing and Management) graduating in 2005. Karen worked numerous retail jobs to pay for books.

In the 12 months after Uni, she applied for over 100 jobs. Everyone wanted experience, but not prepared to provide any. Finally she got her first full-time job as a Marketing Manager for a carpet cleaning company in Northgate, Qld. She remembers being really excited about small business marketing and created her first LIVE website for them.

Karen and her father started No Gravity, a mobile rock climbing wall business in 2006 (sold in April 2010). She also started her web design business (Web-Sta) in 2006 – which is still her focus today. She's very passionate about small business marketing, and getting the most out of your marketing dollar.

Services she offers include web/graphic design, email/online marketing and workshops.

Karen Ahl - Your Biz Presentation

Gwen Taylor

Gwen is currently the Branch Manager at Suncorp Bank, Burpengary. She has been in branch banking for all of her career since leaving school and really enjoys assisting clients in any way possible with either saving them time and/or money.

She urged her audience last month by stating, "Let Suncorp do a comparison today to show you how we can save you money."



She reminded all of us 'Business' ladies, that Suncorp has fee free bank accounts for businesses – "who likes paying fees on your business account?" Suncorp can assist with a great range of payment solutions including EFTPOS, bill pay, business

payments and virtual point of sale. "We can help with leasing and any form of lending for your business as well," said Gwen.

On a personal note, if you have a Home Loan with another financial institution, Suncorp are leaders in the market for refinance deals, and "we may be able to save you some money on your monthly mortgage payments."

Gwen noted that Suncorp also has a great team of Financial Planners available any time.

"All I ask is that you allow me to look at your banking and insurance needs and if we can save you time or money I would just love to assist you with this", said Gwen. With Suncorp staff, if what you currently have is best for you, "we will honestly tell you and you will be happy to know this – i.e. put your mind at rest, so to speak."

Suncorp Bank is the middle bank for middle Australia.

Please contact her on 07 3385 4288 (branch) or 0411 131 467 (mobile) if you would like to take her up on this offer of assistance.

MEMBER ACHIEVEMENTS - CONTRATULATIONS TO ALL BPW MEMBERS



Excellence in Business Awards 2011
PROFESSIONAL/ACCOUNTING/FINANCE/MEDICAL
Lember & Williams Lawyers
Garry Keegan, Michelle Lember and Carolyn Williams



Excellence in Business Awards 2011
HOME BASED
Angela Evans Lending Solutions
Karen Ahl & Angela Evans



Excellence in Business Awards 2011
BUSINESS PERSON OF THE YEAR
Michelle Lember - Lember & Williams Lawyers
Michelle Lember & Anne-Louise Knight

Out & About



Rhonda Cockinos,
Kimberly James
(BPW Caboolture President)
and *Michelle Lember* at the
Excellence in Business Awards

EBA Photo's by Vicki Wood
Caboolture News APN Australian Regional Media

KEYS TO ACHIEVEMENT - SEPTEMBER 2011



Congratulations to Kellie Grunberger and Astrid Kuenne for achieving their Silver Keys to Achievement.

NEW MEMBERS



Debby Gubesch (middle) inducting Nevenka Clarke & Vicki Wood

If you are a BPW Caboolture Member and you would like to share an Achievement in your life (or fellow members), please email the marketing team on marketing@bpwcaboolture.com.au and we will endeavour to share your achievement with BPW Members and Associates.

FROM THE EDITOR



You may have noticed last month, our BPW newsletter has had a bit of a face-lift. Design wise it looks fantastic - (Thanks Astrid!), however we are still concentrating on improving the content and readership. Our goal of course is to have all BPW members and guests excited about the arrival of the newsletter into their in-boxes. With this in mind, we've added a 'Member Achievements' section, given the sponsor a bit more space, as well as added a business or self-help type article. If you have a great idea, please make sure you email me or talk to me at breakfast.

Members, we've only received a few photo's to date, please send your photo (head shot) for the BPW Members Networking Directory to Astrid at directory@bpwcaboolture.com.au.

As always, if you have feedback or suggestions on the newsletter I'd love to hear from you roche.amy@gmail.com.

Many Thanks,

Amy Roche - Marketing & Media Officer BPW

Why Delegate? *cont...*

- Delegation of authority is help to both superior and subordinates. This, in a way, gives stability to the business. With effective results, it can allow you to think of creating more streams of business or divisions. This will require creation of more managers, which can be fulfilled by shifting the experienced, skilled managers to these positions.

Many times we already know the steps or how to carry out something; it's just a matter of realizing the full potential of carrying out that task, which makes it worthwhile in the first place.

By Editor, Amy Roche

Join Decor Linen's Exclusive Pillow Exchange

Bring in your Old Pillow and we will exchange it for the cost of \$5.00

Phone:

5499 2922



Did you know ? ? ?

Your Pillow grows over time, made up of your dead skin cells and the things that feed on them.

It's Time to Change Your PILLOW

Saturday 22nd October 2011 9am to 1pm
Shed 2B, Westpark, 35 Morayfield Rd Morayfield

KEEN TO SPONSOR OUR NEXT NEWSLETTER?

Target your message and reach over 200 business women for only \$90. Sponsorship includes newsletter, website as well as promotional material on breakfast tables. Contact Amy Roche 0410 815 852 or Astrid Kuenne 0438 549 998 for further details.

NEWSLETTER BOOKINGS:

October	Decor Linen
November	Available
Dec, Feb, Mar	All Booked

BPWCABOOLTURE UPCOMING EVENTS

Event Date: 1st November 2011
Event Time: 12.00 noon until 5.00pm
Event Location: On the Lawns of the Centenary Lakes Function Centre, String Fellow Rd, via Riverview St, Caboolture

The days entertainment includes:

- Complimentary Drink on Arrival
- Canapes, Lunch & Desert
- Fashion Show
- Live Band
- Sweeps and Race Day Competitions
- Large Screen TV to view the race
- Fashions on the Field
- NO TAB facilities available

Tickets - \$55.00 each
Limited Tickets available!
 Secure yours now, contact Jennifer Bettridge on 0409 650 605

Dress to impress with **fashions on the field**
 Categories: Best Dressed Female, Male & Couple, and Best Hat Competition



BPW Calendar

October 7, 2011

BPW Breakfast Meeting
 6:30am - Morayfield Tavern

October 18, 2011

BPW Committee Meeting
 5:30pm - Morayfield Tavern (back room)

November 4, 2011

BPW Breakfast meeting
 6:30am - Morayfield Tavern
 Your BIZ: Kellie Grunberger

November 18, 2011

BPW Christmas Party

Late November

Next Professional Development Series

Contributors

AMY ROCHE



Marketing Manager for The Good Guys QLD. She is the Marketing & Media Officer for BPW Caboolture and Newsletter Editor.

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ASTRID KUENNE



Owner of Webnart - Website & Graphic Designer. She assists Amy with our Newsletter, Network Directory as well as manages our Website

updates and developments for BPW
astrid.kuenne@bigpond.com

BPW CABOOLTURE CHRISTMAS PARTY



DATE CLAIMER SATURDAY 18TH NOV 2011

BPW CABOOLTURE CANDLE LIGHTING CEREMONY



DATE CLAIMER SATURDAY 10TH MARCH 2012