

Report on spba young professional mentor program.

Thank you to sponsors: Bendigo Bank and Southern Phone through Shoalhaven City Council. Thank you to our supporter, UOW Shoalhaven Campus. Our sponsors underwrite the delivery of this program.

The spba young professional mentor program is over half way to completion. Three Knowledge Tables have been enjoyed by our mentorees (and mentors) – with the Knowledge Tables sometimes being challenging, always interactive and entertaining.

- Business Planning – thank you Joy Sharpe, TAFE NSW, Knowledge Leader
- Time Management – thank you Julie Armistead, Financial Dynamics, Knowledge Leader
- Public Speaking – thank you Lynelle Johnson, Founder of Digital Business Hub and a mentor, Knowledge Leader.

Coming up is:

- The final Knowledge Table on Conflict Management
- The Great Debate – not to be missed! – held at the next spba breakfast on 14 June.
- The Graduation – held at Bomaderry Bowling Club on Friday 29 June.

Everyone is invited to celebrate this Graduation with our 2018 young professionals.

The theme of the Graduation is Alumni! We encourage all mentorees and mentors from programs over the past 4 years to come and book a table for your year.

Thanks to Grant – we have created a Constructive Debate – and we have a panel of mentorees representing each year the program has been delivered by spba – to constructively debate.

Report on spba Leadership Compass and Advanced Diploma of Leadership and Management.

Four months into the program – our emerging Executive Leaders are producing Strategic Plans for their business; in group formats, working through specific business areas that affect their businesses and supporting one another with ideas and shared experiences.

The Shoalhaven's amazing Business Leaders are part of the program – once a month a Shoalhaven Business Leader and Industry Expert leads the group in Board room style –on a specific business/organisation topic – and our emerging Executive Leaders ask questions; discuss areas of interest and hear practical examples of high level leadership and management.

Guest Leaders have included:

- Leadership: Shelley Hancock, MP, Speaker of the NSW Legislative Assembly and Member for South Coast – with John Lamont, Managing Director, Nowchem.
- Strategic Planning – Deb Tozer, CEO, CareSouth.
- Managing Employee Relations – Anna Finch, Kardia HR.

Coming up are:

- Organisational Development – Steven Bayer, Architects Edmiston Jones
- Financial Management – Geoffrey Ellison, FCA MAICD
- Managing Contracts – Grant Gleeson, Office of Local Government.

Gold nuggets from Deb Tozer's talk on business strategy included:

- Every year – 3 key messages. Always relate to strategic plan and what we are striving to achieve.
- Connectiveness. Part of something fabulous. Vision – Buy In.
- Get people excited. Believe in people. Shake the tree
- Responding not reacting. Take time – don't get caught up in crisis or drama
- Values drive the culture within your organisation/business.
- Not letting the negative take away from the initiative.
- Strength based approach
- Achievable goals.

Gold nuggets from Anna Finch's talk were:

- The importance of having balanced human resources framework
- Focus on two areas: managing risk and maximizing sustainability
- Ensure your HR delivers to your business Vision and Strategy
- The importance of a motivating workplace. Recognize that everyone is different – and that what motivates one person may demotivate another.
- The more conscious you are about how you lead your people, the stronger your business will be.