

AGENDA

DECEMBER 2005

Regional Queensland Shines at Awards Final

It was a clean sweep for regional Queensland at the Australian Institute of Management's 2005 Management Excellence Awards Gala Final.

Finalists from Townsville, Gladstone and Cairns won the State titles at the sell-out event attended by 500 of the State's leading business people at the Sofitel Hotel, Brisbane on Friday 4 November.

Ray Johnston of Tannum Sands State High School, Gladstone, was named Professional Manager of the Year for his work in motivating school students, achieving a 97% retention rate of students moving from year 7 to year 8 and greater than 90% placement offers to tertiary applicants.

"These Awards are a real boost for any manager, and winning tonight has provided me with the inspiration to keep working for a few years yet," Mr Johnston said.

Dr Glen Richards of Greencross Vets, Townsville, was named Owner Manager of the Year, having expanded his practice from the smallest to the largest in North Queensland.

"The opportunity to reflect on one's achievements, which the Awards program affords nominees, has reinforced for me that staff really are the backbone of a small business," Dr Richards said.

A modest **Steve Cleggett** of 5 Aviation Regiment, Townsville, was named Young Manager of the Year for his achievements in motivating and encouraging staff in a work

environment that included complex logistical activities such as the deployment of the Aviation Squadron onto the USS Boxer during the Talisman Sabre exercise this year.

"This is a great honour, but there are so many military men and women out there just doing their jobs, much like me," Mr Cleggett said.

Ann Radke of Yuruga Nursery and Clonal Solutions Australia, Cairns, was named Rural/Remote Manager of the Year for her work in cultivating native plants, including an innovative mass production section catering for the forestry and agricultural industries.

"It is an amazing honour to be Awarded the Rural/Remote Manager of the Year and I feel humbled in the presence of Queensland's best managers," Ms Radke said.

"This award is testament to the fact that the tyranny of time and distance breeds resilience and self reliance and that people in the bush are tough."

Brisbane business leader **Mark Henry** (pictured) of Füritechnics was awarded the Medal for Management Innovation, conferred by the AIM Board, to recognise an individual who has developed an innovative concept that significantly improves their industry.

Füritechnics has grown from a home-based business to an internationally recognised industry leader, manufacturing over 100,000 knives, which are the leading brand in Australia and distributed around the world.



Marion Barron, Fisher & Paykel and Mark Henry, Füritechnics

Nanette Carroll FAIM, congratulated all finalists and category winners.

"Every year the depth of talent we find in every corner of the State is refreshing," Ms Carroll said.

"The judges across all categories engaged in some fiery debate before each winner was eventually chosen, such as the calibre of finalists this year."

Keynote speaker for the evening, **Jim Stynes**, a well known AFL 'experiment' and youth mentor, delighted the corporate crowd with stories from his sporting days and threw down a challenge to some of Queensland's largest organisations to become more involved with Australia's struggling youth.

Interested in nominating a manager in 2006?

Visit www.managementawards.com.au.



Winners

Best Managers Announced

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Big Names

Seligman, Sheahan Come to Town

PAGE 4



Summer Study

Intensive Study for Busy Managers

PAGE 6

2005 Qld Managers of the Year

2005 Rural Remote Manager of the Year

Ann Radke, Owner/Manager Yuruga Nursery Cairns

Ann and her husband established Yuruga Nursery in 1985 and have managed the operation on a full time basis since 1987.

The Nursery was built from scratch and within five years was employing six people full time. It is now one of the largest private employers on the Atherton Tablelands.

In years past, the nursery has achieved Best Practice Accreditation and was awarded grower of the year by the Nursery and Garden Industry Queensland.

Judges' Comments

The judges agreed that Ann's vision for identifying industry and societal trends has allowed her to build a business that aligns personal beliefs and passions with clear and tangible business outcomes.

Ann has built a business on the concept of environmental sustainability within a politically sensitive timber industry using a model that is valued and used around the world.

As a leader of a pioneering and diverse organisation, Ann demonstrates exceptional leadership, vision and management skill.



Jim Varghese FAIM, Department of Primary Industries and Fisheries and Ann Radke

Finalists

- Lex Milliner, Director & Owner Manager, Miriam Vale Plant Hire
- Wayne Hartley FAIM, State Manager, Queensland Mines Rescue Service
- Neil Reid, Area Director, Queensland Ambulance Service
- Maryanne Pidcock, Owner, Captain's Paddock Vineyard
- Debbie Dieckmann, Partner, Havago Australia
- Marilyn Jacob, Manager, Centacare Townsville

Sponsored by



Young Manager of the Year

Steven Cleggett, B Squadron Technical Support Troop Commander RAAF Townsville Townsville

It is essential that the Technical Support Troops are led by an effective commander. The environments that the team may deploy into are often less than ideal – the bush, in the desert, on a naval vessel and anywhere around the world at times under fire – it is the commander's responsibility to ensure they are physically and mentally prepared.

Steven's main focus is the welfare of his soldiers, and sustaining realistic training – this means that when they are required to operate in poor conditions they are well equipped and have the skills to complete the job.

Judges' Comments

Steven impressed the judges with his ability to convey his pursuit of management excellence as a key driver in his role.

In a position that encompasses highly technical, and human demands within a heavily regulated environment, Steven's ability to simultaneously manage disparate issues with flare is a rare quality.

In a significant achievement, Steven demonstrated a commitment to innovation particularly in addressing some entrenched issues.

Finalists

- Kirstin Ferguson AFAIM, Director of Corporate Services, Deacons
- Nick Millis, Director – Business Development & Operations, Off-Site Connections Event Management
- Jeff Mahoney, Manager, Business Services, NRG Gladstone Operating Services
- Peta Snell, Project Coordinator, Galaxy Project
- Natasha Dunne, Owner/Manager, Harvest Hotline Australia
- Linda South, Director of Corporate Services, South Burnett Health Service District
- Andrew Wielandt, Manager, Dornbusch Partners



Professor Michael Powell, Griffith University and Steven Cleggett, 2005 Young Manager of the Year

Sponsored by



Owner Manager of the Year

**Dr Glen Richards, Managing Director
Greencross Vets
Townsville**

Greencross Vets has grown from one vet and three nurses in one location, to ten vets, 25 support staff and five locations plus a mobile service in Townsville.

Greencross Vets is now the largest veterinary group in Townsville and one of the largest group practices in Queensland.

Glen successfully runs the business with a culture that encourages all staff to take ownership over the business – the scorecards, reward programs and long-term strategies are evolving to nurture this philosophy.

Judges' Comments

In a competitive and diverse field, Glen impressed the judging panel with his passion for innovation and high level business management skills.

Taking a traditional cottage business to a creative business model, premised on efficiency and sustainability, was a challenge well within the reach of someone with Glen's intellect and depth of talent within his industry. He is a clear thinking agent for change and manages to merge passion, productivity and profit.

Finalists

- Salvatore Battaglia, Managing Director, Perfect Potion
- Michelle Evans, Managing Director, Unique People



Stuart Coyne, Corporate Express and Dr Glen Richards, 2005 Owner Manager of the Year

- Julie Agnew AIMM, Chief Executive Officer, Jade Corporate and Community Development
- Colin Mackay, Joint Venture Partner, The Good Guys Toowoomba
- Debbie Johnson, Building Designer, Coolum Design and Building Services

Sponsored by



Professional Manager of the Year

**Ray Johnston, Principal
Tannum Sands State High School
Gladstone**

Ray's personal leadership values are service, inspiration and empowerment. He believes in what some may view as an old fashioned notion of leadership – that a leader who sees themselves as the servant of others can always focus on everyone else in the organisation achieving their goals.

Appointed the youngest deputy principal in Queensland – Ray enjoys leading an innovative, values driven organisation.

He revels in the challenges that come with managing teaching staff and 950 students and, of course, their parents.

Judges' Comments

Judges were moved and inspired by Ray's instinctive and refreshing approach to management.

Working within the outcome driven public education sector, Ray purveys a professionalism, business acumen and skills set matched only by that of this country's most seasoned managers and leaders.

Against all odds Ray has built Tannum Sands State High into a fine educational institution, taking in young adults at one end and delivering world beaters at the other.

His sheer talent for management excellence is clear.

Finalists

- Shane Fracchia AIMM, Chief Executive Officer, Holy Spirit Home
- Leslie Sparkes AIMM, Community Development Manager, Cairns City Council



John Hoey, Commonwealth Bank and Ray Johnston, 2005 Professional Manager of the Year

- Robert Buckley, Alliance Manager, Transfield Services Australia
- Susan Bruce, Human Resources Manager, Wagner Investments
- Professor Dudley Roach, Chief Executive Officer, Cooperative Research Centre – Railway Engineering and Technology
- Wayne Preston, Commercial Services Director, James Cook University Student Association
- Tony Costain AFAIM, Group General Manager, Caloundra RSL

Sponsored by



Baker Plays Host to Territory's Best Managers

The Territory's finest managers were announced to a crowd of 300 at AIM's Management Excellence Awards Final on Saturday 15 October.

Renowned baker and business dynamo, **Tom O'Toole**, gave the keynote address at the NT Awards black tie event with winners announced across the categories of Owner Manager, Professional Manager – Public Sector & Private Sector and Young Manager of the Year.

In addition to the Award categories, AIM's Northern Territory Council awarded the National Australia Bank Medal for Management Innovation to highlight the business and human significance of innovation to the ongoing prosperity of the Territory and nation. The 2005 recipient of the Medal was **Alan Langworthy**, Managing Director of Powercorp Pty Ltd.

2005 Owner Manager of the Year

Julie Shugg, Managing Director, AKS Welding & Fabrication Pty Ltd



This Award is aimed at the managing partners and/or owners of an SME with 50% or more share across all industries. The finalists for this category are business owners who are actively managing a business of five or more employees. Additionally, they must have sound business planning and implementation skills.

The Judges selected Julie as the winner for her ability to develop a strong customer relationship that is instilled at all levels of the organisation despite working in a demanding and often transient business environment.

Her passionate approach to staff development and rewards has led to demonstrated loyalty both internally and externally. A track record of common sense business management has ensured the success of this small business in the past and stands Julie in good stead for the future.

2005 Professional Manager of the Year – Public Sector

Ross Bradford, Chief of Staff, HQ 1st Brigade, Robertson Barracks - Department of Defence



This Award recognises senior managers for whom management is a profession – ordinary people who do extraordinary things for their organisation on a day-to-day basis. All finalists demonstrated their ability to manage complex tasks, excellence in management and leadership, effective communication and performance to budget.

The Judges selected Ross as the winner for his clear ability to manage complex tasks, large numbers of people from diverse backgrounds in, at times, a volatile environment.

Ross demonstrates the ability to communicate across both organisational and hierarchical barriers achieving significant outcomes. He is a person who has performed at the highest levels for an extended period and with a great future ahead of him.

2005 Professional Manager of the Year – Private Sector

Shane Dawson, CEO, Top End Division of General Practice



This Award category recognises senior managers for whom management is a profession in the Private sector. All finalists demonstrated management experience in the following areas: marketing, human resources, finance and budgeting, information technology and global environments.

The Judges selected Shane as the winner for allowing his staff the capacity to develop, therefore creating a family-friendly workplace, being a visionary with great listening, lateral thinking and entrepreneurial skills and increasing funding by 300%

for his organisation within 2 years displaying outstanding commercial acumen.

2005 Young Manager of the Year

Russell Cahill, Director, Service & Contracting, Powercorp Pty Ltd



This category acknowledges the many young and innovative managers who have achieved a senior management or leadership position. They must be 35 years of age or younger and employed as a manager within an organisation or managing their own business that employs five or more people.

The Judges selected Russell as the winner as an engaging individual who demonstrates an ability to manage people with a range of skills and the ability to achieve positive outcomes for himself and his employer.

Russell has gained the respect of his peers most notably through his appointment to the Board of Directors where he works and has managed to bridge the gap between the hands-on workforce, the Board and management of PowerCorp.

AIM congratulates all finalists and winners of the 2005 Northern Territory Management Excellence Awards.

Want to nominate a manager you know in 2006?

Visit www.managementawards.com.au.



Qld Business Supports Management Excellence

During 2005 *Agenda* took time out to speak with Queensland MEA sponsors about the value they see in supporting the Awards.

John Hoey FAIM, General Manager, Commonwealth Bank Qld & NT Sponsor, Professional Manager of the Year

Professor Michael Powell, Pro Vice Chancellor and Dean of the Griffith Business School, Griffith University Sponsor, Young Manager of the Year

Marion Barron, Learning & Development Manager (Sales & Marketing), Fisher & Paykel Sponsor, Medal for Management Innovation

Bill Noye, Partner, Middle Market Advisory, KPMG Gala Final event sponsor

David Johnstone, Managing Director Bartercard Regional Campaign Sponsor

Rod Hockey, General Manager Queensland, WIN TV Regional Media Sponsor

Why has your organisation chosen to support the Management Excellence Awards?

John Hoey: The effect felt throughout the campaign, at a regional and metropolitan level, is testament to the community focus of this program. Overall, AIM and the Commonwealth Bank share similar philosophies, target markets and strategic objectives. This makes the Commonwealth Bank the right 'fit' as the 2005 Professional Manager of the Year Sponsor, and provides the potential for an effective partnership.

David Johnstone: Bartercard has chosen to support the MEAs as we believe in supporting and recognising businesses and managers. The MEAs are an awards program that provides recognition to SMEs and the synergies between AIM and Bartercard are evident...both companies are about helping businesses grow into the future.

Michael Powell: The Griffith Business School shares AIM's vision of promoting leadership excellence through a life-long commitment to executive education and learning. We value the synergies we find in our mutual commitment to innovation, management excellence and best practice.

Rod Hockey: As major media sponsor for the Management Excellence Awards six years in a row, WIN Television ensured that managers in all communities across Queensland heard the call to stand up and be counted.

WIN Television's philosophy is that your community is our community too, it is for this reason that we have been actively involved with the Australian Institute of Management to ensure that the business leaders who help our communities thrive are identified and celebrated.

Would you recommend that more managers experience the Management Excellence Awards process? Why?

Marion Barron: The MEAs encourage invaluable self reflection on career choice and management skills and an increased understanding of business and what makes a manager.

Just as importantly, nomination for the Awards by others is a great self esteem boost and an opportunity to showcase individual talents.

Bill Noye: The MEAs recognise and celebrate the hard work of outstanding managers of businesses in Queensland. They provide an opportunity for the business community to acknowledge the personal achievements of their peers. We would recommend these Awards to other managers and encourage them to take the opportunity to celebrate management excellence.

Rod Hockey: Managers and leaders who embrace the opportunity to participate in the Awards acknowledge the process as a chance to reflect on their business, recognise their leadership style and stand back from the day to day management practices taking a holistic look at the balance of lifestyle and management in their workplace.

How has being a sponsor of the Awards program benefited your organisation, employees and/or clients?

John Hoey: The MEAs provide a unique opportunity for all people with management responsibilities to reflect on their individual journeys and to appreciate how they make a difference to business outcomes. It allows managers the luxury of a deep analysis of their capability to achieve results through their leadership style. In this

fast paced world it is my experience that very few managers actually take time out to reflect on this critically important component of management.

David Johnstone: Bartercard has been able to develop relationships with people who were not aware of the benefits of the Bartercard system. The Awards program has increased the brand awareness and understanding of the Bartercard system in the marketplace.

Michael Powell: Sponsoring the Young Manager of the Year award reinforces Griffith's drive to be a leader in management education. The networking benefits of being involved with AIM and its members give us direct access to the minds and ears of our target audience specifically for postgraduate education. Being at the "coal face" of industry, the Awards process has been of great benefit in helping us keep abreast of current developments, trends and needs in the market place.

Bill Noye: Our managers and staff have benefited from access to events, training and interesting workshop topics relevant to our business. We have also enjoyed meeting the people involved in the Awards process.

How does Fisher & Paykel's commitment to innovation align with the criteria for which the Medal for Management Innovation is awarded?

Marion Barron: Fisher & Paykel's Board of Directors actively encourages innovation, giving new ideas the time and capital to meet our long-term goals...to think outside the square, then to work out the implementation. We actively encourage staff to suggest ideas and maintain relevant staff members' understanding of current design concepts.

Fisher & Paykel has a demonstrated commitment to innovative technology and design and an ongoing commitment to research and development. Some examples of Fisher & Paykel innovations include developing plastic liners and insulation using polyurethane foam...we were the first in the world to commercialise this technology.

NT Sponsor Fast Facts



As a multi-sector education provider, the university can provide unique pathways for students, from school-based vocational training through to advanced research degrees.

The latest Post Graduate Good Universities Guide gives the University the top 5 star rating in 5 categories, including the important areas of starting salary, employability of graduates, overall graduate outcomes and Indigenous participation.

Charles Darwin University has a new partnership with AIM. The partnership has been established across two levels – in graduate management education and in short professional course delivery.



TIO plays an important role in community development through its role as a major employer, consumer of Territory goods and services and provider of funding and sponsorship for a range of Northern Territory community, sporting, environmental and cultural groups, as well as a number of events and not for profit organisations.

Employing more than 250 staff, TIO has a strong branch network throughout the Territory, a local claims and call centre and offers a comprehensive range of products and services from everyday savings accounts, loans, financial planning, term investments and business finance to personal and business insurance.

TIO aims to be “the No. 1 provider of Insurance and Banking for Territorians” by building and growing its people and business capabilities to successfully deliver on its key result areas of performance, customers, people and community.



National Australia Bank is not just a national financial services organisation, they are here to help customers.

NAB knows that clients face similar challenges running their businesses, and the Bank has the best solutions for them:

- Service, products and advice
- “NAB know how” helps people think just beyond their current financial needs
- Integrated service, products and advice helps people achieve their financial goals

NAB also provides retail, wealth management and financial planning as well as transactional and custodial operations. In addition, NAB has a global business in Institutional Markets & Services, which focuses on debt, risk management and investment products.



For over 36 years Drake International has helped Australian businesses solve productivity problems and recruit the best people. They start by analysing business needs and pinpoint how to best help partners achieve their strategic intent.

Drake currently has twelve operating divisions, which service a wide range of client business operations and industries. These include both permanent and temporary recruitment services for administration, executive, industrial and medical as well as assessment centres, training and performance measurement facilities. These operating divisions service over 2,800 clients weekly across a diverse range of temporary and permanent recruitment services, computer and professional development training courses and technology consultation.



Channel Nine Darwin has been operating for more than 30 years.

Channel Nine Darwin are constantly in touch with both clients and viewers. The nightly National Nine News plays an important role in Darwin, covering important items at a national and international level but most importantly daily coverage on issues that affect Darwin at a local level. The station’s local news service is consistently rated the number one program in Darwin.

Clients are valuable at all levels and Nine takes the time in discussing how best to invest when it comes to planning advertising campaigns of any size.



MIX 1049 is Darwin and the “Top End’s” number one Radio Station with a commanding 34.4% audience share*. Its programming philosophy of great music and great sound works for listeners and advertising customers alike. MIX 1049’s primary demographic is 25-39 year olds with which it holds the leading share of 34.2%*. Its secondary target share is 41.0%* in the 40-54 demographic.

MIX 1049 is all about engaging with the local community and is committed to “keeping in touch” with the audience.

**Source AC Nielsen survey 1/2004*

AIM would also like to thank the following sponsors of the Northern Territory Management Excellence Awards:



Queensland Sponsor Fast Facts



The Commonwealth Bank brand is the most recognised brand in the Australian financial services industry. Other award-winning brands within the Bank include wealth management business Colonial First State Investments and retail broker Commonwealth Securities. In terms of scale, the Group has a strong domestic presence with the largest customer base of any Australian bank and the most comprehensive financial services distribution network.



Corporate Express Australia Ltd is one of Queensland and Australia's leading suppliers of office products and services to the office.

In Queensland, Corporate Express operates from 13 convenient locations in ten cities and employs approximately 375 team members. Corporate Express' strategy is to enable their customers to outsource all the products and services they need for the office by helping them simplify their procurement processes and reduce their cost of doing business.

In 2005, Corporate Express were also an invaluable sponsor of the Northern Territory MEA campaign.



As one of the country's top Research Universities, Griffith has earned a reputation for innovation in emerging fields, including Asian and international studies, hospitality and tourism, banking and finance, financial planning and investments, management and marketing.

Griffith programs combine academic

Library Access Over Summer

The AIM Library will be closed for renovations from 12 December 2005 to 16 January 2006.

During this time the Institute's Library collection will not be accessible.

excellence with practical relevance. Griffith's MBA, for example, has received a five-star rating for the fourth consecutive year from the Graduate Management Association of Australia.



Fisher & Paykel Appliances designs, manufactures and markets a range of innovative household appliances developed with a commitment to technology, design, user friendliness and environmental awareness.

The company has manufacturing sites located in Auckland and Dunedin, New Zealand; Cleveland, Australia; Huntington Beach, California, and Clyde, Ohio, USA.



WIN Television is Australia's number one ratings regional television network covering an area greater in size than Europe, with a potential audience of over 5 million people across Australia. WIN Television has the largest terrestrial coverage of any television group in Australia and is committed to providing the best possible news, sports, programs and services for audiences in the WIN Television viewing areas.

Affiliated with the Nine Network Australia, the WIN Television Network is one of this country's greatest corporate success stories.



Bartercard is the exchange of goods and services without the need for cash. Designed for businesses who want to grow, gain more customers, increase profits and save cash, Bartercard is the largest and fastest growing barter network in the world.

The Bartercard network has achieved:

- \$1 billion in cashless transactions per annum
- Operating in 16 countries and 5 languages
- Global Membership exceeding 55,000 businesses

In order to stock up on summer reading, member borrowing privileges have been increased during this period.

From now until 12 December, members can borrow up to 15 books



KPMG is one of the world's leading professional services firms. We're proud of our firm's strong and established reputation, a reputation built on a long history of independence, integrity and objectivity. Our local experience, enhanced by the technical and industry knowledge of our global network, means we bring a deep understanding of our clients' business. It enables our professionals to deliver informed and timely advice.

KPMG's Middle Market Advisory delivers business advisory services to medium-sized publicly listed companies, as well as privately owned and managed businesses? whatever their industry, size or complexity.



Copy Print Xpress commenced business in 1995 with a staff of three. The focus was to grow the business into a market leader in digital workflows while still producing traditional offset printing.

The merger in 1996 formed a very dynamic platform to become what is now considered the most technological advanced bureau provider of digital printing and workflow solutions in the Queensland market place. In 2005, the dynamic printing solutions company has cemented its position as a market leader, updating its brand and name to CPX Printing & Logistics.



Queensland's primary industries DPI&F continues to work with industry to establish a sophisticated export strategy while simultaneously providing enhanced trade and export opportunities through strategic research and development capacity.

Profitable primary industries create jobs, expand Queensland's export markets and support economic growth.

instead of the usual four, for a period of two months or until the Library reopens in January.

To find out more visit
www.aimqld.com.au
call 3227 4808 or email
library@aimqld.com.au.

Brisbane & Regional Events

Professional Networking Evening



Research suggests that networking is the most highly regarded benefit of AIM.

Don't miss out on one of the best networking opportunities in Brisbane.

Everyone who's anyone in Brisbane will be at the Institute's December Members Networking event, all looking to extend their contact base and meet new people who they can build business relationships with.

Networking is a vital part of any business as it provides people with a great opportunity to meet and expand business contacts.

Networking, however, can prove to be a harrowing and extremely difficult thing to do.

AIM's bi-monthly Professional Networking Evenings are designed to take the sting out of what is sometimes a daunting task.

Our final networking for the year will close the series off with a bang!

In October over 80 people attended the event set in the relaxed and comfortable surrounds of AIM.

Feedback following the event has shown why this is one of the most popular events on the calendar.

Grab some colleagues, a handful of business cards and get ready to mingle with like-minded business people from a variety of different organisations.

As this is traditionally one of the most popular networking functions in the calendar year, and the last one in 2005, secure your place now.

Date Wednesday 14 December

Time 6.00pm to 8.00pm

Venue AIM Management House
Cnr Boundary & Rosa Streets
Spring Hill

Cost Non Members \$44.00
AIM Members \$38.50

RSVP Tuesday 13 December

NETWORKING

Peter Sheahan – Back for a Second MasterClass



Generation Y expert, **Peter Sheahan**, will return in February 2006 for an

exclusive Master Class to talk about attracting and retaining this difficult to manage generation (those born between 1978 & 1994).

Designed for business leaders, line managers and HR professionals, this entertaining and interactive workshop will show you exactly how this talented, creative and highly demanding generation thinks.

Peter will discuss the key issues from his latest book: *'Generation Y - Thriving and Surviving with Generation Y at Work'*, providing insight into how all generations need to be managed.

Gain a deeper understanding of the mindset of this new generation, examining everything from their 'tech savvy' and 'street smart' ways, through to their sceptical and impatient natures and practical solutions for attracting, managing, developing and training generations Ys.

Cover the seven keys for communicating with Generation Y, and uncover the best style for managing this challenging generation.

Date Thursday 16 February 2006

Time 9.00am to 5.00pm

Venue AIM Management House
Cnr Boundary & Rosa Streets
Spring Hill

Cost Non Members \$880.00
AIM Members \$715.50

RSVP Tuesday 14 February 2006

MASTER CLASS



Extended Breakfast with Martin Seligman



1 hour delivery including Q & A session

Join AIM and Positive Psychology pioneer **Dr Martin Seligman** for an exclusive extended breakfast in February 2006.

Dr Seligman will present on positive psychology as the study of positive emotion (The Pleasant Life), positive character traits (the Engaged Life), and positive institutions (the Meaningful Life).

Productivity at work and physical health are strongly influenced by each of the three lives that positive psychology studies.

The founding of positive psychology, its basic premises, and its applicability to work, love, and leisure will be described.

Dr Seligman, is world renowned for his works on positive psychology, learned helplessness, depression, and on optimism and pessimism.

He is currently Fox Leadership Professor of Psychology in the Department of Psychology at the University of Pennsylvania.

Dr Seligman's bibliography includes an amazing twenty books and 200 articles on motivation and personality.

For the first time in ten years Dr Seligman will return to Australia in this exclusive, once only presentation.

Dr Seligman will be signing copies of his latest books, available for purchase from the AIM Bookshop.

See page 9 for information and booking details for an exclusive MasterClass hosted by Dr Seligman following the breakfast. Find out more at www.aimevents.com.au.

Date Wednesday 22 February 2006

Time 7.00am to 9.30am

Venue Brisbane Convention & Exhibition Centre

Cost Non Members \$99.00
AIM Members \$88.00

RSVP Wednesday 15 February 2006

INTERNATIONAL SPEAKER

MasterClass with Martin Seligman Lasting



4 hours including one hour networking luncheon

Not only will Dr Martin Seligman be presenting over breakfast, but here is your opportunity to join him for an intensive MasterClass hosted by the Australian Institute of Management.

This Master Class will delve further into the attitudes and expectations required to gain the positive emotion and positive character traits needed to create institutions that appeal to employees and customers.

The good news about the three states of positive psychology – the Pleasant Life, the Engaged Life, and the Meaningful Life is that each of these “lives” can be built systematically. Building positive emotion, engagement, and meaning counteracts depression and raises “happiness.”

There will be sample exercises in the workshop and a review of the different exercises that build these three lives, along with the evidence from rigorous scientific studies that people can become lastingly happier than they are now.

Attendees will take away a framework to build these states in order to facilitate likely increases in physical health and productivity at work.

A deeper understanding of Positive Psychology can also be used for selection and training in the corporate context.

Dr Seligman is currently Fox Leadership Professor of Psychology with the Department of Psychology at the University of Pennsylvania.

Secure your place now for this exclusive Master Class.

Date Wednesday 22 February 2006
Time 10.30am to 4.00pm
Venue Brisbane Convention & Exhibition Centre
Cost Non Members \$880.00
AIM Members \$715.00
RSVP Wednesday 15 February 2006

INTERNATIONAL SPEAKER

International Women’s Day Debate



International Women’s Day (IWD) is celebrated around the world, and marks a time for women, divided by distance and by ethnic, linguistic, cultural, economic and political differences, to unite to remember a tradition that represents a rich history of struggle for equality, justice, peace and advancement.

Each year AIM hosts the now famous International Women’s Day debate on 8 March.

In 2006, debaters will give arguments for the topic, **that women remain small fish in a big pond.**

The IWD debate brings together women from all backgrounds, organisations and corners of South East Queensland to witness the fiery matching of wits from some of the state’s most prominent business and community leaders.

The identities of the six debaters are always a guarded secret, revealed only to those lucky enough to secure a table.

Previous attendees will testify that humour and talent is alive and well among successful Brisbane women.

1 Topic

2 Teams

6 Debaters

1000 Women

(and a few brave men)

Seats are strictly limited with preferred seating for early bookings - book now for this sell out event.

Date Wednesday 8 March 2006
Time 12 midday to 2.30pm
Venue Brisbane Convention & Exhibition Centre
Cost Non Members \$132.00
AIM Members \$110.00
RSVP Wednesday 1 March 2006

IWD

Are you fit to compete?



Date Claimer - Business is booming on the Sunshine Coast and AIM is leading the way by showcasing the best and brightest this region has to offer!

Join with local industry experts to explore how infrastructure, management development and education will continue to expand on the Sunshine Coast. Gain valuable insight into future growth prospects within the region and how to gear your business for tomorrow.

Join AIM and the Sunshine Coast Regional Committee for this inaugural, half-day business seminar and take away valuable information that can be use to enhance all business operations.

Date Wednesday 15 February 2006

SUNSHINE COAST

Exclusive Northern Territory Master Class!



Peter Sheahan will discuss some of his groundbreaking ideas and theories from his latest book: *‘Generation Y – Thriving and Surviving with Generation Y at Work’.*

Learn the skills required to encourage this highly talented, yet complex generation, to settle into the workplace.

Get inside the mindset of this generation and gain an understanding of their expectation and work ethics.

Peter, himself born into this generation, has been touring the nation speaking on the intricate habits of Gen Ys.

Seats at this Master Class are again limited, so book now!

Date Wednesday 19 April 2006
Time 8.30am registration for 9.00am start to 5.00pm
Venue Darwin Central Hotel 21 Knuckey Street Darwin
Cost Non Members \$660.00
AIM Members \$495.00
RSVP Monday 17 April 2006

NORTHERN TERRITORY

AIM Events Booking Form

Please complete a separate form for each participant

AIM Personal Member AIM Corporate Member Non Member Membership No: _____ Investment _____

Brisbane Events

Professional Networking Evening Tuesday 13 December Page 8 \$ _____

Peter Sheahan – Back for a Second Master Class Tuesday 14 February Page 8 \$ _____

Extended Breakfast with Martin Seligman Wednesday 15 February Page 8 \$ _____

MasterClass with Martin Seligman Wednesday 15 February Page 9 \$ _____

International Women's Day Debate Wednesday 1 March Page 9 \$ _____

Regional Events

Sunshine Coast
Are you fit to compete? Wednesday 15 February Page 9 \$ _____

Darwin
Exclusive Northern Territory Master Clase! Wednesday 19 April Page 9 \$ _____

Total: \$ _____

Name: _____

Position: _____ Company: _____

Postal Address: _____

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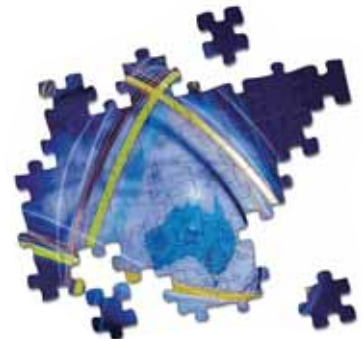
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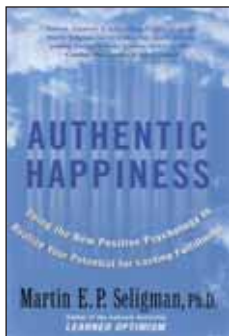
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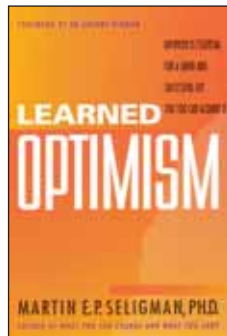
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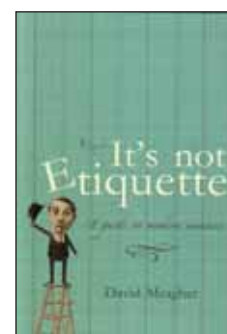
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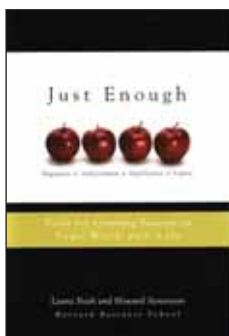
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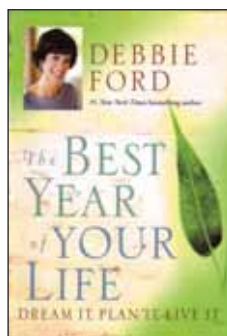
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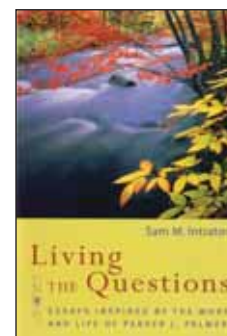
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