



# ROTARY ACHIEVEMENT2001

16<sup>TH</sup> ANNUAL WORKSHOP FOR PERSONAL AND BUSINESS DEVELOPMENT

## FACULTY

(Who all have generously donated their time)

### Lou Coenen - Workshop Director

Lou Coenen is an Executive Project Manager with IBM. He has held a variety of management roles in Australia, Europe, the UK, and the US primarily focusing on the implementation of IT services and products. Prior to joining IBM, Mr Coenen was the CEO or a senior executive in a number of international engineering and manufacturing technology companies where he focused on maximising company performance in difficult market environments.



### Ken Simper B.Sc. MBA (Macquarie)

Ken Simper is a Director of Alexander Paterson Pty Ltd, a human resource consulting firm. Previously he was principal of Traininghouse Associates and, prior to that, Chairman and founder of Mentor Human Resource Group, a leading Australian human resource consulting organisation which became DDI Asia Pacific. Ken's organisations have provided assessment, selection, training and development methods and programs for more than 20,000 managers and supervisors throughout Australia and New Zealand. Ken will lead several sessions on self-insight and personal growth over the three days.

### Dr Brendan Nelson MP

Dr Nelson has been the Federal Member for Bradfield since 1996. He was appointed Parliamentary Secretary to the Minister of Defence this year, in recognition of his outstanding contribution to Government. He has held numerous public appointments over his distinguished career, including National President, Australian Medical Association. Additional to his onerous role as a Parliamentary Secretary, Dr Nelson is also a member of a number of Government Committees, including Secretary Government Members Employment, Workplace Relations, Small Business and Employment Services; Aboriginal Affairs; Treasury, Finance and Public Administration; Health & Aged Care and Family and Community Affairs and several other appointments. Dr Nelson will address the Workshop on the role of Government in the Business Environment.



### John Wylie - Managing Director, ING Australia

John Wylie has extensive experience in the financial services sector and has worked in most areas of life insurance in both the individual and corporate markets. John is a Fellow of the Institute of Actuaries of Australia. Since May 1997 John has worked for ING as CEO of their fast-growing Polish subsidiary, Nationale-Nederlanden. He has been an active member and chairman of ING Poland's multi-business executive team. John worked for Mercantile Mutual (part of ING Group), from 1992 until 1997 as Deputy General Manager and then General Manager of the Life Business Division. In this five year period Mercantile Mutual grew its life business in a declining market and profit of the division more than quadrupled from \$A8 million to nearly \$A40 million. John will address the Workshop on marketing in increasingly globalised world economies.

### Darryl J. Pike, Executive Director, Bridgeport Advisers & Asset Managers Pty Limited

Darryl Pike is recognised as one of the founders of the Australian Financial Services Industry. In the mid 1970s Darryl pioneered Real Estate Syndicates and First Mortgage Trusts into an unsophisticated investor market which was then used to only bank deposit accounts and a market not supported by any form of adviser distribution. He was awarded the prestigious Financial Adviser of the Year Award, voted on by his peers, in 1989. He is the author of a best selling book "The Apprentice Millionaire", was resident money expert on Channel 10 for 12 months and has had countless radio and TV segments. Darryl conducts regular financial training sessions for executives of companies such as McDonald's, Schwarzkopf Professional, Zurich etc. He is a sought after speaker on the national and international speaking circuit. Darryl's presentation will be about maximising the potential in your business and is titled "Working on Your Business, not in it".



### Roger Montgomery B Ec (Melb) - Investors' Advantage

Roger is principal of his own business, Investors' Advantage which provides training throughout Australia. Most of his presentations are made to clients and members of the Securities Institute of Australia, The Australian Stock Exchange and E-Trade. These presentations cover all aspects of the Stock Market including trading and investing in shares and in the wide range of derivative products including Futures, Warrants, Options and so on, as well as addressing the raising of equity capital for all stages of the equity raising process. He is a widely sought after speaker in all states of Australia. Roger will address the Workshop on the role of the Stock Exchange in the business environment as well as giving a few ideas on investing in the share market.

### Ian Hutchison - Life by Design

Ian runs a very successful business, Life by Design. Providing a balance to life is one of the major issues people face today. By introducing people to ideas to achieve balance to their lives, Ian is able to assist people in achieving a quality of life that better utilises their potential.

Life by Design is as applicable to the 18 year old as to the 65 year old. The workshops Ian provides are widely sought after by major companies to be used for their own staff as well as to be offered to their clients. Ian will provide a presentation on lifestyle planning to the Workshop to 'round off' the programme.



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Macquarie Graduate School of Management, North Ryde NSW 21, 22, 23 September 2001

## GET MORE FROM YOUR YOUNG LEADERS



### Three days that will excite your best employees with management potential

A sound understanding of the business environment and the changes affecting it, is critical to good performance. The Achievement workshop is a three-day live-in workshop designed for young current and potential managers. It offers employers an opportunity to:

- ✓ DEVELOP KEY YOUNG EMPLOYEES
- ✓ IDENTIFY SPECIAL ABILITIES
- ✓ ACKNOWLEDGE THEIR CONTRIBUTION TO THE BUSINESS

The workshop encompasses:

- ✓ PERSONAL DEVELOPMENT
- ✓ BUSINESS SIMULATION
- ✓ CONTRIBUTIONS FROM BUSINESS LEADERS



Achievement provides an ideal opportunity for young people with good potential to advance their understanding of business, of the work place and of themselves.

**FOCUSED ON DEVELOPING RESPONSIBILITY FOR  
JOB PERFORMANCE AND PERSONAL GROWTH**

**BENEFITS BOTH THE INDIVIDUAL AND THE EMPLOYER**

### Previous Participant Comment

*"... the best primer for a management career path that I have ever seen."*

### Companies that have sent participants to previous Achievement workshops

Over 200 companies, from **Abigroup** and **BHP** to **The Fresh Food People** have sent more than 1,500 participants to previous workshops. See the impressive list of companies on our web site. Ask for the names of your company's previous attendees.

### Who Should Attend?

For employees with management potential, typically in their 20s

ORGANISED BY THE ROTARY CLUB OF KU-RING-GAI INC. PO BOX 117, GORDON NSW 2072

ENQUIRIES: **Bob Ivey (w) 02 9682 3888; (h) 02 9498 5425; Fax: 02 9682 3009;**

Web: [www.achievement-course.com.au](http://www.achievement-course.com.au) email: [info@achievement-course.com.au](mailto:info@achievement-course.com.au)

'Achievement Business Management Course' is a Registered Business Name NSW M0357944 and the club is GST registered ABN 77 963 434 551

## Rotary's Invitation

Nominate your most promising young employees to attend this unique personal development opportunity. It can make a critical difference to an individual's future performance on the job.

This is a Rotary contribution towards the development of potential business leaders of tomorrow.



*"I returned to work with a totally different outlook, my enthusiasm renewed."*



## BOTH THE COMPANY AND THE EMPLOYEE BENEFIT



One of the aims of the Workshop is to develop an individually tailored Discussion Program that opens communications and creates a development partnership between employer and employee.

**It should prove to be the most useful discussion they will ever have!**

## WORKSHOP FORMULA

1. Participants and supervisors complete pre-course assignments about job and personal skill needs
2. Participants identify actions necessary for improvement
3. Selected business leaders provide up to date information about achieving success in business
4. A realistic business simulation provides the opportunity to solve problems
5. Awareness is raised of other important aspects of business, including business objectives
6. The Development Discussion Plan helps employers and participants create an environment for further growth

### Benefits to Employer

- ✓ Gain employees who are focused on the company's goals and values
- ✓ Gain maximum performance from employees
- ✓ Gain employees who are MORE responsible for their own skill development and performance
- ✓ Participants gain a better understanding of the broader aspects of management



### Benefits to Employee

- ✓ Identify capabilities through a better understanding of individual skills and those that can be improved
- ✓ Identify personal values and goals
- ✓ Find out what motivates each individual
- ✓ Discover a personal definition of success
- ✓ Get maximum job satisfaction

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## PROGRAMME OUTLINE

### Friday 21 September 2001

0730 Registration  
Official Welcome  
Workshop Overview by Director  
Participant Introductions  
**MPG Managing Personal Growth - Ken Simper**

#### Morning Tea

Personal Values Overview  
Your Values and Your Work

#### Lunch

Group Values Discussion  
Career Decision Making  
Managing Job Satisfaction  
The Development Discussion Plan

#### Afternoon Tea

**Strategy - "Working on your Business, not in it"**  
- Darryl Pike

#### Dinner

**Business Simulation Assignment in teams**

### Saturday 22 September 2001

0830 MPG - Personal Skills Inventory  
Performance Priorities  
Selecting Job Gaps  
The Performance Partnership  
Talents and Development Needs - Ken Simper

#### Morning Tea

Business Simulation Assignment  
**"Government Role in the Business Environment"**  
- Dr Brendan Nelson

Business Simulation Assignment

#### Lunch

### "Marketing in This Global Economy"

- John Wylie

#### Afternoon Tea

**"You and Your Team - Mutual Expectations"**  
- Ken Simper

**WORKSHOP DINNER - Special Guest Speaker**  
**Greg Mortimer, Aurora Expeditions**

### Sunday 23 September 2001

0800 You and Your Team - Mutual Expectations  
- Team Feedback - Ken Simper  
Development Planning Process  
- Approaches to Brainstorming  
Talents & Development Needs  
- Idea Generation in Teams

#### Morning Tea

Improving Ideas, Selling Ideas  
Selecting Skill Gaps  
Managing Job Satisfaction  
Conducting a Development Discussion

### "Life by Design"

- Ian Hutchinson

#### Lunch

Business Simulation Assignment

### "The Share Market - Business & Investing"

- Roger Montgomery

Business Simulation - Final Results and Presentations  
Closing Address - Go Forth and Do Well

1600 CLOSE

## Company Representatives are Invited to...

### SPECIAL WORKSHOP DINNER

Company representatives (and partners) of companies who send participants, are invited to attend the Workshop Dinner and hear the Special Guest Speaker

Macquarie Graduate School of Management, Talavera Road, North Ryde

6.30 for 7.00 pm Saturday 22nd September 2001

Guests \$55. Dinner cost for participants is included in workshop fee.



### GUEST SPEAKER Greg Mortimer - Aurora Expeditions

One of the world's foremost mountaineers, Greg's many achievements in mountaineering include: the first ever ascent of the South face of Annapurna Two in 1983; the first Australian ascent of the North face of Mount Everest, without the use of supplementary oxygen in 1984; the first Australian ascent of Vinson Massif, the highest mountain in Antarctica in 1988; and in 1990 the first Australian ascent of K2, the second highest mountain in the world. He has also visited Antarctica more than 70 times. Greg's remarkable accomplishments have been recognised by the Australian government with the Order of Australia Medal. Greg will give us some interesting insights into setting and achieving goals in the world of extreme challenges and achievements.

**RSVP** is required to arrange seating with participants.

Reply by 14 September to:

Neil Garling  
Ph: 02 9875 3615, Fax: 02 9682 3009  
Email: neilgarling@bigpond.com

*Selected teams from the Business Simulation have the opportunity to make a presentation to the gathering*



## KEY INFORMATION

### The Participants:

People with management potential, typically in their 20s, or early 30s

### When:

Friday, Saturday, Sunday 21-23 September 2001

### Where:

Macquarie Graduate School of Management, Macquarie University, Talavera Rd, North Ryde (about 50 minutes drive from Mascot Airport)

### Residential:

Because many tasks are conducted in teams, participation in the Workshop is fully residential

### Registration time:

7.30 to 8.30 am Friday 21 September 2001

### How to Nominate. Either:

1. Send the nomination form (enclosed, or available by fax and on the web site), with your cheque to: Rotary Club of Ku-Ring-Gai Inc., PO Box 117, GORDON NSW 2073
2. Visit our web site at [www.achievement-course.com.au](http://www.achievement-course.com.au) complete the on-line nomination form and mail your cheque
3. email: [info@achievement-course.com.au](mailto:info@achievement-course.com.au)
4. Fax a nomination form to: 02 9682 3009

### Closing Date:

**Friday 10<sup>th</sup> August 2001**

### Pre-workshop Assignments:

Both the participant and the manager/sponsor are required to provide information to identify the roles and relationships between the participant and manager/sponsor. These assignments will be mailed to the participant two weeks before the workshop. Completion by both parties is essential to ensure effective participation

### Withdrawals & Refunds:

Because of the lead time required for completion of pre-work, no refund of workshop fees will be made after 31 August, however substitutions will be accepted until 14 September

### Workshop Fee:

\$1,250 plus 10% GST = total **\$1,375**  
The fee covers all meals, two nights 4 star standard accommodation and a special workshop dinner on the Saturday night. Rotary staff and speakers' time is donated. Any surplus funds are donated to Rotary charities.

### Enquiries:

Bob Ivey: 02 9682 3888 (bus)  
02 9682 3009 (fax)  
02 9498 5425 (home)  
0417 267 072 (mobile)

email: [info@achievement-course.com.au](mailto:info@achievement-course.com.au)

