

**Commerce Ballarat News Bulletin
16 – 22 July**

Quote of the Week:

“Next to excellence is the appreciation of it” - William Makepeace

B.L.E.N.D

GMHBA & Quest

7-11 Dawson St Nth, Ballarat
Wednesday 27 July, 5.30pm – 7.30pm
Members Free
Non Members \$16.50

Are you 39 and under and looking for an opportunity to share ideas and impressions of today’s business world? Drinks and savouries provided.

505 Club

WIN Television

Walker Street
Thursday 11 August, 5.30pm – 7.30pm
Members Free
Non Members \$16.50

An evening of networking and fostering relationships to grow your business. Drinks and savouries provided

New TenderWrite Series

August, October, November
More details soon

Ballarat BIGGEST Ever Bloke’s BBQ

Mercure Ballarat Hotel & Convention Centre
Friday 16 September

Ballarat’s BIGGEST Ever Bloke’s BBQ will provide an entertaining approach to men’s health. With all funds raised from the event going to the local national Prostate Cancer Foundation this is a great opportunity for your business.

We are looking for support from a number of local businesses, if you would like to support the event financially or through in-kind support please contact Jodie Gillett on Jodie@commerceballarat.com.au

Commerce Ballarat Ambrose Golf Day

Midlands Golf Course

Friday 11 November
\$300 (includes Golf, BBQ and drinks on course)
N.B Teams can only be hosted by Commerce members
Novelty holes and raffle to benefit
Limited numbers

Member of the Week



The Ansonia on Lydiard - a small hotel is now managed by Lorrie Thomson; some of you may remember Lorrie from her days at The Prince in St Kilda. The Ansonia boasts 19 rooms, a restaurant and two conference rooms. We pride ourselves on exceeding guest expectations and look forward to seeing you soon.

Members News

Member to Member Offer



Complimentary glass of beer, house wine or soft drink with every main meal purchase available Monday to Friday for the months of July, August and September.

Recruitment Vision appoints specialised IT Recruitment Consultant

Susie Spratling and the team at Recruitment Vision in Ballarat take this opportunity to announce the recent appointment of Ken McLachlan to the position of IT Recruitment Consultant.

With Ballarat being the ICT hub of Victoria, it is exciting to finally have a dedicated IT Recruitment Consultant based locally to support the ongoing needs of clients and candidates in the industry.

Ken's extensive business experience in the IT sector over the last 11 years has given Ken a great understanding of the dynamic nature of the technology business and the need to have the right people and skills in place.

For further information regarding Recruitment Vision's IT sector specialised services, please contact **Ken McLachlan** direct on 1300 782585, or alternatively email to **kenm@rvision.com.au** or please visit our website at **www.rvision.com.au** for more information.

Have you been a member of the week? Free home page advertising spot for members just email bridget@commerceballarat.com.au a maximum 30 word description of your business and a copy of your corporate logo in jpeg format.



To see all of the events and development opportunities available click on the B31 logo.

Small business neglected in carbon tax announcement

Source VECCI 21 July

Carbon Down is a partnership between VECCI and the Victorian Government dedicated to reducing Victoria's business carbon footprint through innovative and practical solutions. We partner with like-minded companies and organisations,

offering knowledge, funding and support to projects that help small and medium-sized businesses find new ways of tackling climate change.
For more information visit www.carbondown.com.au

Thinking like a small business can create big career results

Source My Business 22 July

Defining success has become more and more difficult since the economic downturn nearly two years ago. In all likelihood, an employee who was successful then would be unemployed today; courtesy of widespread layoffs and spending freezes that showed corporate companies what an entrepreneurial approach can do for productivity.

For example, before the downturn, a company has three employees. Worker X has a very specific skillset, and completes all of the "X" work. The same can be said for workers Y and Z; and there is never any overlap between the three departments. Suddenly, the downturn hits. Worker Z has worked there the least amount of time, and is laid off. Corporate spending freezes prevent the company from hiring another "Z" specialist, but all of ex-worker Z's work still must be completed for the company to stay in business. Workers X and Y reluctantly add the necessary duties to their work load, and the company stays in business. Flash forward two years. Finally, the company's spending freeze has thawed, and it has the resources necessary to begin hiring new employees again. But the former "X" and "Y" specialists have proved to leadership that they are now multi-dimensional, and corporate opts to re-define their responsibilities, rather than subjecting itself to unnecessary overhead costs.

Believe it or not, this approach has been small businesses' best kept secret for years. Employers' increased oversight and employee's loosely defined responsibilities put an emphasis on level of productivity, not the nature of it. While this environment is often foreign to employees in large organizations, it can make all the difference when they are trying to impress their superiors, or separate themselves from their peers when it comes time for promotions. Being entrepreneurial is an underappreciated and invaluable trait, yet, it is easily attainable by following these steps.

Learn to Multi-task and Reprioritise -- any staffer who's stuck in neutral and wants to take his/her career to the next level needs to be more nimble. The pace of business changes rapidly these days, managers need to put a strategy in place for dealing with constant change. Not only do today's leaders have to think and act on their feet more than ever before, they need to teach their staff to do the same, even if that means creating a more task-oriented business model.

Effectively communicating what those changing priorities are, why they're changing, and what they mean for the business is critical to successful execution.

Seek Mentors Outside the Company – even if you don't have a mentor to reach out to within your organization, you can still look outside your immediate inner circle for business advice. Consider joining a small business group or network, an industry association, or consulting a trusted academic. You shouldn't be expected to navigate the muddy waters of today's business landscape alone. Keeping the lines of communication open will help direct you to the right path.

Invest in Professional Development, Even If It's With Your Own Money -- it may have to come out of your pocket, but consider making the investment by enrolling in a class, hiring a coach, or attending a boot camp or industry conference. Not only will you step up your skill set, and make the investment worthwhile, you'll also make connections that will prove invaluable over time. As counter-intuitive as it sounds, the best way to get to the big corner office is to think small. Great entrepreneurs have a clear vision, and get everyone else on board to follow that vision by creating momentum and excitement around it. They

can do more with less, change course at a moment's notice, network like rock stars, and seek advice from the best minds they have access to.

Business tips – How to fight the workday fog

Source VECCI 19 July

Fatigue, distraction, boredom, hunger – there are many catalysts for losing concentration during the workday. It's a problem that plagues all workers, from the senior ranks to the rookies, so here are some handy hints to help get your head back in the game.

Plan and prosper

It may sound simple, but taking a few minutes to write a list of your goals for the day, from most to least important, will help you stay focussed and motivated. Set realistic deadlines for yourself and only stray from them if you have a good reason. This will remind you of your priorities when the concentration cloud sets in.

Seek a fresh view

If you're daydreaming at your desk because you've hit a roadblock while trying to complete a particular task, ask a co-worker for a fresh perspective on the problem. They may just come up with the solution, or, at least, will help reignite your motivation and get the creative juices flowing.

Check the temperature gauge

Workplace temperature is [a big problem for many workers](#). Fatigue and drowsiness can set in quickly if the office is too warm, taking a toll on productivity. If your surroundings are too hot to handle, dress in layers so you can lose the coat or jumper when you get to work. And if the temperature is having serious effects, speak with your manager or OHS representative.

Don't underestimate the power of a short break

Taking five minutes away from your desk or workspace can help cut through the brain fog. Stretching, grabbing a cuppa or glass of water and taking a few deep breaths will allow you to refocus your attention when you return. The oft-repeated advice 'get some fresh air' should also not be ignored – step outside when you get the chance. And no, a five-minute Facebook break won't have the same effect.

Restrain the rumbles

Your mum's advice was right – trying to work on an empty stomach is like trying to drive a car with an empty fuel tank. Even if you're not an early riser, and therefore eggs and bacon is out of the question, eating even a small breakfast is better than nothing. Ask anyone whose stomach has rumbled through an early morning meeting - hunger pangs are a big cause of workplace distraction. If you start the day right and keep a stash of healthy snacks in your desk drawer, you'll feel fuelled and focussed all day long.

Australian Bureau of Statistics

9314.0 Sales of New Motor Vehicles, Australia, Jun 2011
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/9314.0?OpenDocument>

8752.0 Building Activity, Australia, Mar 2011
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/8752.0?OpenDocument>

Australian Chamber of Commerce and Industry

Policies That Provide Scope For Small Business Entrepreneurship To Flourish

<http://acci.asn.au/Research-and-Publications/Media-Centre/Media-Releases-and-Transcripts/Economics-Industry/Treasury-Modelling-Highlights-Delay-In-Living-St>

Regional Industry Link

If you're not on it, how are you going to know about it?
Register on www.regionalindustrylink.com.au

Click [here](#) for current opportunities

Media

Publication: *The Courier* www.thecourier.com.au

Wednesday 20 July

When it comes to birthday celebrations, 120 years is nothing short of an incredible milestone. Yesterday, Ballarat's iconic **Royal South Street Society** competition was officially launched for 2011. Events will begin next week. This year's competition will feature debating, one act plays, bands, arias and dance. **Society** president Brian McInnis said the milestone year promised to be the biggest yet.

Thursday 21 July

Several kind-hearted people took part in a mentoring workshop yesterday, with the hopes of making a positive impact in the lives of Ballarat youth. Yesterday's workshop offered potential mentors an introduction to the services run by **Lead On** and the Victorian Youth Mentoring Alliance. "It's about building a relationship with the young person and becoming a positive influence in their life," Ms. Coltman said, "Our mentors get as much out of it as our kids get out of it. It's a two way thing."

Friday 22 July

A Ballarat retailer has sought to quash fears about a possible rise in fruit and vegetable prices following a state government decision to move the wholesale market from Footscray to Epping. However, **Wilson's Fruit and Vegetable Market** co-owner Trevor Wilson said it was premature to suggest prices will rise. "Until pricing is all done and the government gives a figure what the new rent is going to be, we can't make a judgement" Mr Wilson said.

Who's in it today? Gavin Wilson, Mars Snackfoods, Stephen Higgs, Ballarat Grammar, Bill Flynn, WM Flynn and Jennifer Kelly, Samantha Thayer, JK Personnel.