Quote of the Week
"Make each day of the week like Friday and your life will take on new enthusiasm" ~ Byron Pulsifer
Happy Friday the 13th!

Welcome New Member
The Red Lion Hotel – David Canny

UB Technology Park Site Tour
Date: 17 Jul 2012
Members Only: Free
Details: 10am - 12 noon
In the comfort of your Gold Bus tour IBM and Esta, also learn about cyber crime/cyber fraud and client management systems for health centres across the country these are just some of the fascinating businesses you will have the chance to visit!
Members: REGISTER HERE

Commerce Ballarat 505 Club
Date: 09 Aug 2012
Non Members: $16.50
Members: Free
Details: The Courier, Rural Press 30-32 Grandlee Drive Wendouree
5.30pm - 7.30pm
An evening of networking and fostering relationships to grow your business as well as an opportunity to tour Rural Press where over 110 different publications are printed.
Special advertising offer for CB members, September edition The Enterprise
Drinks and Savouries provided
Members and Non REGISTER HERE

Commerce Ballarat InfoComm Breakfast
Date: 16 Aug 2012
Members: $18.50
Non Members: $25.00
Details: 7am to 9am WHK, 21 Armstrong Street North
Craig James is the Chief Economist, Commonwealth Securities, interpreting big picture economic and financial trends for customers, clients and staff. Previously Craig was Chief Economist at Colonial and has worked at the Australian Financial Review as a senior writer. As well as providing presentations to staff and clients and commentaries on financial and economic trends, Craig appears regularly in the electronic and print media. Craig has worked in banking, finance and journalism for over 30 years. Craig was recently appointed Adjunct Professor at Curtin Business School in Perth.
Members and Non-Members: REGISTER HERE

Commerce Ballarat Race Day
Date: 3 October 2012
Cost: $60pp
Details: 11am Tour 12.30pm Races Dowling Forest
An opportunity to entertain clients or reward your staff. Included Course entry, canapés, main meal, afternoon tea and race book. Drinks at bar prices.
Early Bird Booking Table of ten before August 30 will go into a draw to win a race sponsorship (Value $500) Also for attendees the exciting opportunity to tour Darren Weir’s Stables Members and Non-Members: REGISTER HERE

Member of the Week

Heinz & Partners provides a broad range of legal services including commercial, conveyancing, family, litigation, wills and probate. Under the leadership of 5 Law Institute of Victoria accredited specialists we offer a comprehensive, personalised service to develop strategic, practical solutions for businesses and individuals alike. 6 Dawson Street North, Ballarat, phone 5331 2966, www.heinzlaw.com.au.

Members News

Commerce Ballarat Social Media!

Join us today!

Member Testimonials
Members we would like to include a testimonial page on our web site, please email your comments about our organisation to jodie@commerceballarat.com.au

Items of Interest

B31 Ballarat’s Business Month!
A series of events for business, the community, students and teachers. A myriad of events including workshops, briefings, presentations and networking opportunities, which will provide advice and information to assist organisations to grow their business. To read the brochure please click here...

Review of Restaurant and Catering Award – Have your say!
Over recent years, the restaurant and catering industry has experienced slow growth in both the numbers of employees engaged and the industry’s profitability. Almost 50% of new businesses in recent years have closed down! In response, Australian Business Industrial and Restaurant and Catering Victoria have applied to Fair Work Australia to have the terms of the Restaurant Industry Award 2010 varied. NSW Business Chamber is also supporting this application, sourcing expert evidence. Fair Work Australia has recently issued directions in relation to the review, and is likely to list the Application for a hearing later this year. For more information please click here...
Make the National Broadband happen!
Ballarat ICT is working with the company responsible for the installation of NBN’s optical fibre in Ballarat. They are looking for contractors who have done Telecommunications work in Ballarat and surrounding areas;
- Skills and experience should include the following;
- Rod and Roping of communications ducts;
- Civil works – boring and trenching;
- Cable Hauling; and Fibre Splicing.

If your company fits this profile and would like to be considered for this upcoming work, please contact taryn.davies@ballaratict.com.au

Did you know?
The Commonwealth Government has a website that aims to support Australia’s regions and local communities. www.myregion.gov.au is managed by the Department of Regional Australia, Local Government, Arts and Sports. myregion features information, stories and news on our Grampians region (www.myregion.gov.au/profile/grampians) as well as other regions in Australia. myregion is a central place for Australians to explore, understand, discuss and influence the future of their regions. A platform to have your say.

Search regions by state, find content by type or theme – the easy to navigate website you can follow blogs, read news and share your stories or check out what events are happening in our region as well as other regions in Australia. Why not connect with people by adding your photo and profile.

Searching for Assistance?
The government’s GrantsLINK (www.grants.myregion.gov.au) has now been added to myregion.

Registrations are open for the Learn Local Regional & Rural Conference “Thinking Differently – Connecting Differently”. Bendigo 26 and 27 July 2012. To find out more please click here...

Articles

Two-thirds of businesses have carbon reduction strategies in place
Source My Business 12 July 2012
A new survey commissioned by GE has found that 72 per cent of Australian businesses believe carbon pricing is here to stay and more than two-thirds of businesses have some form of carbon reduction strategy in place.
The recently released second annual Australian Low-Carbon Readiness Barometer from the Economist Intelligence Unit, which surveyed 136 senior executives in Australia across a broad mix of industries, also found that more than half of those companies directly affected by the carbon tax have developed broad energy efficiency strategies that encompass their external partners or supply chains. “Business is getting on with the job of reducing their energy usage and therefore reducing their emissions,” Steve Sargent, President and CEO of GE Australia and New Zealand, explains. “Now it is about action rather than policy. It is encouraging to see that the companies that are directly affected by carbon pricing are taking action. The big opportunity for business is in improved productivity from lower energy usage and innovation aimed at cost reduction and growth.” Further key findings from the Australian Low-Carbon Readiness Barometer include:
- Now that we have policy in legislation, business is getting on with the job of reducing their carbon footprint and becoming more energy efficient. More than
two thirds of all firms surveyed already have some sort of carbon-reduction strategy in place, and almost a third (29 per cent) has modelled the impact on their business operations.

- Of the firms which will be directly affected by carbon pricing, 85 per cent have a carbon-reduction strategy in place, with a further six per cent in the midst of developing one. Of the firms which will be indirectly affected by carbon pricing, only 10 per cent have conducted such modelling.

- Almost two-thirds of businesses surveyed believe that A$23 per tonne price of carbon is too high, while around 10 per cent believe it is too low. “The results demonstrate that an imminence price on carbon is working to change behaviour and drive action,” Ben Waters, Director of GE ecomagination in Australia and New Zealand, concludes.

“This is the new business reality; doing more with less will be important this century. As with all new trends, business will react and adapt in different stages, however it is encouraging to see that starting to happen.”

Planning reforms a step in the right direction
Source Vecci 11 July 2012
The Victorian Government’s announcement today of planning reforms to reduce complexity and red tape for businesses in Victoria is a step in the right direction, says VECCI. VECCI Director of Industry Policy Richard Clancy says, “The moves to reduce the number of business and commercial zones should provide greater flexibility and opportunities for business development. “Reforms that make it easier for the expansion of small shops within 100 metres of an existing shopping strip should particularly benefit small retailers. “VECCI welcomes today’s announcement regarding the changes to business and commercial zones and awaits with interest the release of the detail of the key features of the reformed planning zones next week.”

Five tips to fire up your staff
Source Sydney Morning Herald July 12 2012
Many Australians lack motivation at work, with nearly half planning to leave their jobs, according to a recent survey. So small business owners, who are unlikely to have the budget for substantial pay rises or cash bonuses, need to try other ways to engage their staff and get them working to their full potential, human relations experts say. But Fiona Reed, principal and head of talent management at Mercer, warns that small businesses still need to pay competitive rates to keep employees staff, with pay the most important factor in a person’s commitment to an organisation, according to a recent Mercer Survey. The survey, which revealed that 40 per cent of people were thinking of leaving their job, found other factors that influenced staff motivation included how good a fit they are for their job, their career path and flexible work practices.

Here are five low-cost tips on how to motivate staff:

**Ask staff what they want**

Sometimes the best ideas on how to motivate an individual staff member can come from the staff member themselves. “One thing that you can do is ask the staff how would they like the boss to show appreciation,” says Reed. “If the boss makes a decision about what they’re going to do – let’s say the boss says Friday drinks are what we’re going to do – it might be that people don’t want that, so the boss can take the wrong tack and not get the advantage of what they’re doing or even make things worse.” More broadly, it’s important to invest time in staff, says Reed, “to engage with them in a really constructive and meaningful way”.

Likewise, make a point of listening to staff when they have a problem. “It can be easy in a small organisation where you’ve got to do everything to forget that time actually has to be set aside for listening.”

**Positive - and challenging - feedback**
Everybody loves to be told they’ve done a good job – it makes people feel good and boosts morale. But Eve Ash, an organisational psychologist at training company Seven Dimensions, says any feedback should be specific: for example, you did a great job because of X, Y and Z. “Specific feedback about what they did makes people feel fantastic,” she says. Many staff are also seeking feedback that improves performance. “If a manager can set that up with their staff to have an open honest relationship and say ‘if you do it that way ... ’ you’re going to get an even better response,” says Ash. “People do like being able to perform.”

**Career development**
Small to medium businesses usually won’t have the scope to reward ambitious and well-performing staff with promotions. But they can still motivate staff by helping with their career development, says Narelle Hess, organisational psychologist at human relations consultancy Challenge Consulting. Give a staff member a specific project that will test them and increase their skills or team them up to work with someone who they can learn from. “It might be a case of helping them to develop skills that they would have developed if they were going up to a higher level in a different business,” she says.

**Flexible hours**
Small businesses are sometimes better placed to make flexible working arrangements for staff than some large organisations. For some staff – such as those who need to pick children up from school or older employees who may no longer want to work full-time – flexible hours can be a huge incentive. But Hess says employers shouldn’t just give away flexible hours and expect staff to be motivated as a result. "It’s one thing to offer people flexibility, but they have to see how it’s valuable and how the business is providing it at a value-add to them, or they potentially won’t respect it and use it as motivation,” she says. Employers “need to be quite clear as to why and what is the value to their employers from that and what is the cost to them”.

**Vision**
Employees want to know that the work they’re doing is contributing to the success of the company. “What motivates employees is being involved in a conversation at the senior level, being able to see that what they’re doing is affecting the business as a whole,” says Hess. “You want to feel that what you’re doing is making a difference, so that you’re feeling engaged and motivated to work.”

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**Australian Bureau of Statistics**

5609.0 Housing Finance, Australia, May 2012

6202.0 Labour Force, Australia (Media Release), Jun 2012

6202.0 Labour Force, Australia, Jun 2012

**Regional Industry Link**

If you’re not on it, how are you going to know about it?

Click [here](http://www.regionalindustrylink.com.au) for current opportunities
Saturday 7 July
A wedding with a difference will take place at the Art Gallery of Ballarat today, with the ceremony and reception filmed in 3D. Cameraman David Law of Ballarat-based Redwood Entertainment said viewers of the video would get as good a view as any of the 70 guests.

Ballarat is gearing up for one of the biggest fundraisers and community events the city has ever seen. An initiative of the Cotton On Foundation and sponsors, including The Courier, organisers are confident of the event becoming an institution in Ballarat, as it has in Geelong. It is not yet known what sort of impact the event will have on Ballarat, but Commerce Ballarat said Sunday traders would receive a welcome boost.

A new Ballarat initiative is helping unemployed young people make a life change and get last employment. Just a few short months ago, 17-year old Harley Edwards was out of work and spending most of his times at home. The programme engages participants with inner value and time management workshops, work-ready skills training and industry tours. Harley’s mentor and GLO Australia founding director Jake Bridges described his role as a reinforcer.

Monday 9 July
Who’s in it today? Jennifer Hipke – Cake Bakeshop and David Polley of the Beechworth Bakery

Wednesday 11 July
Ballarat business leaders will unite with 120 school students from grades 5 and 6 to give up their beds for a night to bring homelessness into the spotlight. Nevett Ford Lawyers In their Shoes SleepOut will take place on Friday, August 10, at the Ballarat Mining Exchange. The UnitingCare Ballarat event will raise money for the Breeze Way Meals Program and will invite people to discuss the issue of homelessness in Ballarat.

Thursday 12 July
Ballarat will soon say goodbye to one of its leading family welfare advocates when Child and Family Services chief executive Kevin Zibell quits his post of 14 years. CAFS acting board president Shane Strachan, said Mr Zibell’s contributions had been “exemplary” and the organisation had grown over his tenure.

Friday 13 July
Who’s in it today? – Launch of Ballarat Business Month B31 at Haymes Paint