



Calm



Balanced



Confident



Successful

PsyCare Corporate

NEWS

Spring 2010

Organisational Health & Risk

- Psychosocial (Stress) Risk Assessment
- Organisational Health - Assessment & Review
- Team Intervention & Support
- Psychological Injury & Rehabilitation
- Organisational Crisis Response & Management
- Occupational Violence & Aggression Programs
- Human Factors & Safety Analyses

Human Resource Consulting

- Organisational Development
- Workshops & Training
- Workplace Investigations
- Early Intervention - Individual & Team
- Mediation - Alternate Dispute Resolution
- Performance & Disciplinary Processes
- Employment Selection & Job Design
- Change Management - Strategy & Implementation

CONSORTIA



Leadership & Strategy

- Executive & Life Coaching
- 360 Assessment & Development Plans
- Complex People Issues - Advice & Strategy
- Business & Strategic Planning
- Leadership Team Development
- Executive Succession
- Work / Life Balance

Office Locations

Brisbane Head Office

Suite 1, Level 1,
201 Wickham Tce
SPRING HILL QLD 4000
P: 07 - 3839 4400 F: 07 - 3839 4455
E: manager@psycare.com.au

Mt Gravatt Office

2/20 Creek Road
MT GRAVATT QLD 4122
P: 07 - 3137 2011 F: 07 - 3137 2014
E: mtgravatt@psycare.com.au

Gold Coast & Tweed Office

4/2431 Gold Coast Highway
MERMAID BEACH QLD 4218
& 13 Beryl Street
TWEED HEADS NSW 2485
P: 07 - 5680 9900 F: 07 - 5680 9903
E: goldcoast@psycare.com.au

Borneo - Mt Kinabalu (EAE)

Executive Adventure Experience

In October 2010, Dr Peter Stebbins, Ben De Young & Dr Kristy Pinter-Thom led a Leadership and Executive Development tour to Borneo, Malaysia which involved climbing Mt Kinabalu (4095m), a trek on the Sandakan Death March, snorkelling in the South China Sea and of course some intensive executive development forums. Consortia is planning on running its next **Executive Adventure Experience (EAE)** development program in late February/early March 2011 to Mt Kinabalu, Malaysia. Please contact Peter or Ben for more details.



Ben, Kristy & Peter at the top of Mt Kinabalu

Consortia People

Welcome Janice Schloss



Consortia would like to welcome **Janice Schloss**, an organisational psychologist who has extensive experience in personality profiling, recruitment and selection practices, critical incident debriefing, executive coaching, staff training and development. Janice has worked across a range of industries including health, finance, defence, telecommunications, rural and regional public sector services. For further information about Janice's areas of expertise please visit the consortia website (www.consortia.net.au).

Leadership Update

Getting Results: Not-For-Profit Research Outcomes

PsyCare Corporate continues to expand the delivery of its leadership programs and has just completed a successful multi-year leadership development program within the not-for-profit sector at a major Brisbane church. From this, four of our PsyCare consultants **Dr Peter Stebbins, Dr Danielle Lees, David Ham** and **Joanne Karabitsios** have recently published an article in the Australian Journal of Rehabilitation Counselling titled "**Supportive Leadership: Improving Organisational Health and Preventing Burnout in Pastoral Care Managers and Staff**". The efficacy of a supportive leadership program was examined to address psychosocial hazards among pastoral care workers. Results showed reductions in risk status in the areas of control, managerial support, peer support, relationships, role and change. For further information, a copy of this article is located under 'Articles' on the PsyCare website (www.psycare.com.au).

Organisational Health & Risk Update

PsyCare Corporate continues to work across a broad range of state and local government departments, private and not-for-profit organisations undertaking the process of assessing and addressing **Organisational Health Risk and Strength Factors** in the workplace. Of late, a key beneficial intervention within the workplace has been focusing on the legal requirements and obligations from both a Workplace Health and Safety and an Industrial Relations viewpoint. PsyCare Corporate has developed practical and interactive legal toolkits aimed at providing information and understanding around obligations as employers and employees, and processes for managing complaints, grievances, concerns and difficulties within the workplace. PsyCare Corporate has also been undertaking work in various organisations focusing on both performance and cultural fit, utilising mapping and behavioural expectations.



Joanne Karabitsios is currently completing her PhD through the University of South Australia, focusing on **Psychosocial Hazards** within the workplace and the impact of interventions to address identified hazards. Her work will add to the growing body of research and publications undertaken by PsyCare Corporate in the area of Organisational Health and Psychosocial Hazards. For more information, please contact Joanne, Partner, PsyCare Corporate.

Enquiries to Amanda on
07 3839 4400 or email
manager@psycare.com.au

HR Consulting Update

PsyCare Corporate would like to congratulate **Dr Leith Middleton** who gave birth to a baby boy on the 22 October. Leith will be on maternity leave until March 2011, we wish her all the best during this time.

The **HR Consulting Portfolio** continues to deliver quality products to major clients, including achievement planning and coaching for staff and managers. PsyCare Corporate will soon commence stage two of a driver support intervention with a major transport and freight company.



Corporate Resources

- Psychosocial Hazard Risk Profiles in Public & Private Sector Australia
- Evidence Based Leadership Development in the Public Sector: Intensive Program & Outcomes
- Productivity & Wellness in the Workplace
- Organisational Health Fact Sheet
- Supportive & Strategic Leadership Fact Sheet
- Managing Workplace Stress & Psychological Injury Claims
- Leadership & Organisational Health: An Evidence-Based Leadership Development Program
- Work-Related Stress Injury: Psychological Assessment, Treatment and Rehabilitation

Online Leadership Assessment Tool (SSLQC)

Consortia's Supportive and Strategic Leadership Communication Questionnaire is a web based self assessment of supportive and strategic leadership qualities. Please contact Ben De Young, Partner, for more information and a free trial.

All of these resources are available online at:

www.psycare.com.au

www.consortia.net.au

Industry Updates



In early October 2010, Steven Bennetts presented an update at the Australian Institute for Animal Management Conference in Adelaide identifying risk factors for aggressive animal ownership. Risk factors may include previous violent history, instability in relationships and employment, substance use and signs of mental illness. People who display aggressive behaviour towards others may be more attracted to known aggressive breeds, may employ physical punishment to manage dogs, and may use the dog as an instrument of physical violence and/or intimidation towards others. Ensuring appropriate **Risk Assessment and Management**, adequate positive peer/ management support may reduce the risk of stress conditions in staff exposed to such persons.

NGO Business Performance & Leadership Outcomes

Business growth presents a number of changes and challenges for organisations particularly in the NGO and social sectors. Consortia and the PsyCare Corporate group have worked with a number of NGO's and not-for-profit organisations to successfully navigate these challenges. We are about to complete the second year of our **Leadership Development Program** with a major interstate NGO who has maintained high levels of organizational health during a period of rapid growth and new business development. For more information please contact Ben De Young, Partner, Consortia: Leadership & Strategy.

WH&S Update

Consultant Contact - Your Direct Access

Brisbane, Mt Gravatt & Northside

- **Dr Simone Shaw**
Joint Managing Partner - Business Operations
M: 0408 740 049
E: SimoneS@psycare.com.au
- **Jo Karabitsios**
A/Joint Managing Partner - People & Strategy
M: 0423 301 926
E: JoK@psycare.com.au
- **Dr Danielle Lees**
Partner - Executive Chair
M: 0409 725 862
E: DanielleL@consortia.net.au
- **Ben De Young**
Partner - Consortia: Leadership & Strategy
M: 0433 534 470
E: BenD@consortia.net.au
- **David Whittingham**
Partner - PsyCare Corporate
M: 0433 761 291
E: DavidW@psycare.com.au
- **Dr Peter Stebbins**
Partner - Consortia: Leadership & Strategy
M: 0408 107 586
E: PeterS@consortia.net.au
- **Dr Leith Middleton**
Partner - PsyCare Corporate
M: 0402 110 634
E: LeithM@psycare.com.au
- **Graham Hill**
A/Partner - Consortia: Leadership & Strategy
M: 0412 190 192
E: GrahamH@consortia.net.au

- **Janice Schloss**
A/Partner - Consortia: Leadership & Strategy
M: 0414 327 711
E: JaniceS@consortia.net.au
- **Rebecca Sheehy**
Snr Assoc - PsyCare Corporate
M: 0402 226 142
E: RebeccaS@psycare.com.au
- **Monique Killmore**
Snr Assoc - PsyCare Corporate
M: 0421 646 458
E: MoniqueK@psycare.com.au
- **Dr Caroline Gregory**
Snr Assoc - PsyCare Corporate
M: 0405 464 983
E: CarolineG@psycare.com.au
- **Jasmine Rijnbout**
Associate - PsyCare Corporate
M: 0422 501 085
E: JasmineR@psycare.com.au

Gold Coast

- **Dr Kristy Pinter-Thom**
Partner - PsyCare Corporate
M: 0402 283 721
E: KristyP@psycare.com.au
- **Nicole Prendergast**
Partner - PsyCare Corporate
M: 0411 989 142
E: NicoleP@psycare.com.au
- **Steven Bennetts**
Snr Assoc - PsyCare Corporate
M: 0401 531 456
E: StevenB@psycare.com.au

The combined list of Corporate & Clinical Consultants is available on the PsyCare website

Newsflash

Consortia will be launching its first industry magazine in early 2011. Watch this space for further updates or visit Consortia's website on www.consortia.net.au