



Take the Lead

President's Report

Another busy term has come and gone and already we are preparing for the end of the year. Your management committee again have had another big term with many projects in the pipeline.

Kerri Wright and I had the opportunity to chair the last general meeting from our Far North Branch and I thank Alistair and the Far North Branch for making us both feel extremely welcome. We had a fantastic time and it was really great to put names to faces!

While we were in Cairns, Kerri and I were able to present Di Jensen, a long standing committee member and the discussion list manager for many years with a token of our appreciation on behalf of the association. It was great to see Di again and present her with a gift from us all.

With our visit to Cairns, again it was highlighted to us the difficulty for branches to deal with our teleconference each term. While we see great value in having our meetings once a term, it is extremely difficult for branches to hear our guest speakers clearly and this is something that the association will endeavor to improve. We are currently looking at the possibility of using video conferencing through the Learning Place but until then we will limit the guest speakers. As such at our AGM we won't have a guest speaker attend as we have a very full agenda and reports to get through.

This term I also had an opportunity to attend an information session regarding the National Partnerships Initiatives. The 3 hour session was very much focused on teaching and learning. The initiatives are a great opportunity for schools to increase learning capabilities for students. In this forum we raised what impact the initiatives may have on School Support staff and what measures are in place to minimize any impact. I'll discuss this further at our next meeting.

As everyone should now be aware our Enterprise Bargain Agreement has now been signed off. As a result

of the outcomes of the Enterprise Bargain, the association is currently in the process of organizing JEMS application workshops to ensure when we lodge our JEMS applications we are able to get the best possible outcome for us all. I met with staff from the Department of Justice and the Attorney General to discuss the possibility of their staff facilitating these workshops. We are hoping to take these workshops around the state. Venues and dates will be available shortly.

AAGSA—Australian Association of Government School Administrators also held their AGM this term. Both Kerri Wright and I are on the Committee and we are working extremely hard to improve our voice on the national stage. Meetings have been held with Julia Gillard's office and we are hopeful that this will open the door for more communication with the Federal Government about issues that affect Business Managers in schools. Kerri also has been successful in gaining the position on the executive as Treasurer. Congratulations Kerri!

Another highlight for me this term was the opportunity to attend the Wide Bay Branch conference at Kingfisher Bay Resort, Fraser Island. It was with great pleasure that I was able to open the conference and also give a short presentation regarding BSM Connect. Thank you to Matt Dunford and the Conference Committee for making me feel extremely welcome. They had organized a fantastic conference and all the delegates were very impressed with the conference content.

Please don't forget our AGM and General Meeting will be held on Wednesday 28th October. We will be launching BSM Connect. We hope to see you there!

Kind regards

Sharon Abbott
President

BSM Connect

After a receiving such high quality applications, the focus group have chosen our BSM Connectors! Our Connectors are:

Glenys Brown—Wellington Point State High School

Beryl McGreevy—Springwood State High School

Caroline Chadwick—Tully State School

Matt Dunford—Bundaberg Special School

Leonie Evans—Kinaroy State School

John Ferguson—Dakabin State High School

Karen Grunwald—Springfield Lakes State School

Shelly Jackson—Middle Ridge State School

Judy Jenkins—Pacific Paradise State School

Sharyne Jones—Isabella State School

Janet Kouimanis—Wishart State School

Lesley Maykin—Redlynch State College

Linda Woodward—Woondall Heights State School

Dianne Millard—Kirwan State School

Kerri-Ann Stedman—Pine Rivers Special School

Karyn Venturato—Cairns & Cape Hub

Our connectors spent a 3 day residential seminar developing BSM Connect and gaining skills to put the program in to practice.

We were very fortunate to have Craig Allen, Assistant Director General Human Resources open the seminar. Eileen Heywood from Heywood Consulting was the facilitator for the 3 days and did an amazing job.

Norm Hart—President Old Association of State School Principals also addressed the team, sharing his experiences as a Principal Connector.

Craig Allen Assistant Director General Human Resources, Mark Hewison, Director Organisational Health, Norm Hart, President QASSP, Ches Hargraves, President ASEAO and Chris Rider, Regional Executive Director, Greater Brisbane also attended our welcome dinner. Chris Rider was our keynote speaker for the evening and was extremely motivational.

Over the following two days we learnt about "Appreciative Inquiry".

- In every organisation, group, or individual something works and can be valued.
- What we focus on is what we create
- The language we use creates our reality
- The act of asking a question begins the change
- People have more confidence to journey to the future when they carry forward the best parts of the past.

Appreciative Inquiry is about a cooperative search for the best in people, their organizations and the relevant world around us.

We also learnt about Perceptual Positioning, when applied enables the participant to gain insight into their own and others behaviour.

The Ladder of Inference was next on the agenda and we learnt how to improve our communications through reflection.

Everyone came away from the seminar with a sense of excitement and achievement. BSM Connect will give our Connectors the opportunity to support and advise their fellow colleagues. Great friendships were formed and all of our Connectors were extremely passionate about the program. I was extremely proud to be apart of the project and I know that with our connectors dedication BSM Connect will be a great success!

A huge thank you to the focus group for all their hard work. To Deb Wockner and Denise Baker from the Professional Development Branch, your expertise and commitment to BSM Connect is appreciated. The program was amazing and I know that everyone came away filling extremely uplifted!

To Liz Radcliff and Elaine Fickling, thank you for all your hard work!

To Kerri Wright and Christine Porter, BSM Connect wouldn't have been possible with out you both. You worked tirelessly to make the 3 day seminar a huge success. You have a knack to make sure every detail is covered and to that I say thank you!

I wish all of our Connectors the very best of luck and support over the next 12 months and I thank them for giving up their time.

It is now up to us to make sure that BSM Connect is a great success by utilizing it!



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Greetings from Capricornia

As acting President for the Capricornia Branch I would like to say to those members who have helped me in many ways over the past months, 'Thank You'. You made my job a lot easier. As a lot of you already know it is an added extra on our already busy day to organise worthwhile Professional Development, chair a tele-conference, and organise catering for same, 'all the time looking as if we are calm and in control'. Especially when everything is going according to plan except, when you arrive at 8.00 am on the day and find the venue has no tele-conference phone, even though you booked and especially ordered one. Just as well the computer technician had the ingenuity (there is another word I could use starting with b.....) to *borrow* the vice-chancellor's phone. (We were at the local university, whom I might add were very helpful and had everything else perfect including the catering and didn't charge us, thank you too).

I look upon this part of the President's role as a pleasant duty rather than a burden to

organise all of the above as it is something that genuinely can be of benefit to us personally and professionally. Not only do we get to network and have a good catch-up with each other, but we strive to deliver PD that is aimed at BSM's role specifically. The tele-conferences alone deliver valuable information.

For our Professional Development at our last meeting we were able to listen to valuable information about the TRS tracking tool. Thank you Roseann! Then our employee adviser helped us better understand, and give us additional pointers in "How to deal with difficult people". Now who hasn't had one or two of those types of persons to deal with in their life! Thank you Cheryl!

There are certainly some exciting if not challenging changes coming our way in the next few months within Education Queensland.

We are fortunate here in the Mackay Whitsunday Region to be able to attend a Professional Development Day for all BSM's and AO's on the

pupil free day of this month.

Some of the sessions covered will be 'My HR' the new website, One-Portal introduction, BER (facilities), ADO Management, and the Public Servants EBA (QPSU) to name a few. I encourage all those who can, to attend.

I am looking forward to meeting many more BSM's and AO's at our Conference on the 15th and 16th of October. We will be holding our Annual General Meeting then too, so if you can't attend and have a vote to cast please send in those forms.

No doubt the next newsletter will have plenty to report on from the Conference.

Thank you for reading, hope you are enjoying your break or like myself catching up while it is quiet and peaceful.

Take Care.

Sharon Duns

President

Capricornia Branch.



Those BSM's present at our last Teleconference and PD Day.

Greetings from Darling Downs

Wow!!! What a term we've had up here. We had a *"laugh a minute time"* with the **Amanda Gore Seminar** at the Pupil Free Day PD at the beginning of the Term. Amanda's quick wit and her humorous take on **"Live Out Loud-5 steps", Wellness Scale, be a Tadars Fairy often, ensure you have good health- have fluffy floaties, practice FOOFERS, change your perspective and to chase fear – FARC and build a bridge, if you say so!** Interested? Contact me or Elaine efick1@eq.edu.au and the contact information will be sent to you. The committee would thoroughly recommend her for a PD session.

At Stanthorpe on Monday 21st September the "Pick of the Crop" Darling Downs & South West AO & BSM conference got underway at the Queensland College of Wine Tourism. We had two fabulous days and yes we did get serious, not a tadar fairy in sight. Our day was kicked off with **Leonie Russell** our Key Note speaker who shared with us her thoughts on "Putting the customers first when you feel last in line". **Megan O'Shannessy** who is

from the Warwick District Health Services and Facility Manager was our opening inspirational speaker. Megan recounted stories of her early career as a nurse where she says she fell into the role. She has a down to earth approach to people and her message is to be kind to yourself and get a good work-life balance. To continue along with this theme we included **Michael Politics "Fish Tales and Other Conversations"** which was a fishy end to the day and everyone enjoyed his presentation. We were entertained at dinner by well known local folk group **"Penny Davies & Roger Ilott and the The Ring Inns"**. The first note had hardly been played and the girls were dancing. The band was excellent and the drummer who was a local Principal did a great drum solo. At breakfast the next morning **Jack Drake** who is an Australian bush poet entertained us with stories and poems from down on the farm.

Of course it wouldn't have been a visit to Stanthorpe and the Granite Belt without a visit

to wineries and other produce locals. Four car loads of ladies headed off on Sunday afternoon before the conference started to sample the fine fare. The committee received very positive feedback and we decided that we should congratulate ourselves with another drop of that fine Stanthorpe wine.

Last but not least at our Term 3 local BSM meeting we invited some of the BSMs who indicated that they would like to join as members in 2009/10. The professional development for that day was presented by Mark Cridland whose presentation was "Using Psychological Type, Temperament and Interaction Styles to Understand the People you Work with". This was informative and very interesting to think about what you do, how you react and interact with others. Everyone agreed this was worthwhile PD especially our guests. The committee members have now returned from a well earned rest after such a full and hectic term ready for the Term 4 tasks that keep us all so busy.

Regards

Linda Robinson
President



Greetings from the Far North

I can't believe that this term has gone so quickly as there still seems to be a lot of "un-finished business" to get through before dealing with the demands of term 4. Usually I find at least a week in the holidays is a good time to catch up but as I have a large recreation leave balance I have been instructed to take all of the term holidays off. There never seems to be a solution to the excessive leave balance problem as we get 5 weeks in the north and then the normal 12 ADO days to fit in somewhere as well. The only real answer I could come up with would be to take time off during term time but I don't think that it would be very popular. Anyway I'm sure that I'm not alone in this issue.

However there also seems to be many others who have somehow worked out a great solution. Actually in talking to many of my colleagues in the far north I am very impressed with the way that they come up with solutions to a myriad of problems.

Our term 3 network meeting was held at Redlynch State College with a delicious lunch provided by their hospitality students. Yes it's amazing how school food has improved since my days as a student. Anyway our meeting was very special this time as Sharon Abbott & Kerri Wright were our guest speakers and Sharon chaired the state teleconference from our humble yet state of the art school venue. As we were in such esteemed company we also invited the Regional Executive Director to come

and sit in on our afternoon session as well as give a very informative talk about the Department and the affects on BSMs. Interesting thing about having all these guests was that it was our largest meeting ever and hey everyone was most attentive and not rowdy! Anyway the day was great and the networking aspect again proved invaluable.

I hope that everyone is faring well and will get some time off for a well deserved break in the holidays. Just one more term to go!!

Yours sincerely,

Alistair Ingram

President

SBMAQ

Far North Qld Branch

Kerri Wright presented Di Jensen a long serving Management Committee member a gift from us all at the association at the Far North Branch Meeting.



Greetings from the Gold Coast

Gold Coast continues to strengthen networks amongst BSM's through:

- Cluster meetings
- Leadership partnerships (lead by regional finance team)
- Informal mentoring programs
- Leadership development programs - hoping to improve on this for 2010 by working towards regionally supported leadership development programs lead by the BSM's from the P -12 and large high schools for example the Diploma of Management as organised by Principal, Mark Rickard and BSM, Gavin Hutson at Benowa SHS.
- Most importantly Gold Coast Branch SBMAQ Breakfast meetings.

We kicked off term 3 with our branch conference at Seaworld Resort on 13 & 14 July. Day one we had over 200 delegates both BSM's and AO2's our keynote



speaker was Dr Bruno Maestro who opened the conference with his wit and humour.



Andrew Taylor and Lisa Rowland were our other guest presenters for the day. A tropical luau BBQ dinner was on the menu for those staying at the resort or joining us for dinner.

Day two began with a visit to Seaworld and the Shark Bay Experience and of course the dolphins (what a way to start the day!)



Kim Egan gave us a budgeting tool processes from a principal's perspective.

We finished off the conference with two very entertaining, wonderful presenters Liz Cassidy and Lyn Traill.

Overall we had a successful conference, most of the

feedback received was positive.



Term 3 BSM Breakfast

WOW biggest ever breakfast 75 for breakfast! Paul Daniels, Senior Facilities Officer from Asset Maintenance Unit and Angela Seeto, A/ Senior Industrial Officer from Workforce Relations spoke to us about the cleaners new EB and the trial relief cleaners system about to be trialled in the region.

Cassie Goodwin

President – Gold Coast Branch

Greetings from Metropolitan

During Term 3 Metropolitan held its Conference at the Crowne Plaza Surfers Paradise. We had 106 attendees, including 42 AO2s, and an excellent program. Highlights included:

Creating mascots for the team building exercise

Swimming Races at the Carnival Night

Dancing at the Formal

Laughing with "Nigel" the Comedian.

Learning to de-stress with Peter Janeski.

It wasn't all play though, the Conference Committee put together an excellent mix of

speakers to cater for all levels. Many thanks to the Conference Committee for all your hard work.

Our Term 3 meeting was held at Cavendish Road High School with an attendance of 54.

Guest speakers included: Philip Prouten and Jacki Lane from One School, who gave an excellent insight on "things to come". Chris Patty and Bernadette Rutyna from Seejay Consulting presented a practical session on delegation. Both sessions were informative.

Hope you all had a great break.

Glenys Brown

Metropolitan Branch



Greetings from the North

The Northern Branch held our second School Support Staff Conference on Monday 13 July which was a huge success. Our speaker for the day was Laurie



Lawrence, World Champion Swim Coach (Commonwealth Games, World Championships & Olympics) whose coaching achievements included 10 gold, 11 silver and 12 bronze medals from swimmers he has directly assisted. Laurie also played a huge part as one of the Australian Team motivators for the Olympics from 1996 to 2008. Laurie grew up in Townsville and he gave us stories about watching the 1956 Australian Olympic Team train

at our local swimming pool, Tobruk, which Laurie's father owned, and how he was inspired by people like Dawn Fraser. Whilst Laurie is remembered as the beloved Australian larrikin, he sets his goals and encourages those within his influence to work towards personal perfection. Laurie's sessions included "Out House to Penthouse", "Sharing Great Ideas" and "Work Life Balance". He also talked about his enthusiasm to reduce the



risk of children under 5 drowning in backyard swimming pools and a recently released DVD to all new mothers this year. The conference received very positive feedback from all

attendees.

Townsville - SBMAO 2010 Conference - 10-13 August 2010

Don't forget to get aside your PD funding for the conference early in the 2010. Whilst I cannot release the proposed main speaker yet (too soon to finalise a commitment) he is a well known entertainer and speaker.

As mentioned in the last Newsletter, Dr Neil Carrington, National Director - ACER Leadership Centre will be coming to Townsville on Monday 12 October to talk with Business Managers and Administration Officers on Leadership.

I am off on Long Service Leave for Term 4 but continue to look forward to working with you all.

Sincerely

Eva Foster,

Northern Branch President

Greetings from the Sunshine Coast

The Sunshine Coast welcomed a host of stars to its 2009 Conference – The Year of Creativity - at the Marcoola Surfair. Star spotting included Marilyn Monroe, Cleopatra, Audrey Hepburn, Indiana Jones to name just a few!

To begin the conference, the delegates welcomed Robyn Moore as the first speaker. Even though some of us had seen her present before, she was able to expand on previous topics covered and delivered an extremely inspirational, educational and entertaining speech.

After lunch, we sat down to listen to Michael Groom's story of guts and determination, making us all believe we can climb any mountain if we are determined enough too, regardless of the barriers placed before us.

Then that night the stars began to shine....literally. Guests had been given characters before the conference for the "Beautiful People Dinner", a murder mystery dinner event. They were greeted by a Hollywood entrance, complete

with official photographer, groupies and security. I'm not too sure who did kill the star but I do know that a lot of fun was had by all.

The second day of the conference began with Paul Reynolds talking to us about how to professionally deal with the media and Lex Helibronn presenting an information session on the new Right to Information.

The final speaker had a challenge ahead of him as by this stage there were a few sore heads and sleepy eyes! However if there was ever a speaker who thrived on challenges then Stephen Bradbury was definitely the perfect choice! His inspirational story of determination, defying the odds and message of just giving it the best you can possibly give, truly had us all on the edge of our seats the whole time. It was an excellent finish to an already successful conference.

The Sunshine Coast Branch AGM was also conducted at the conference, with the election on

the new office bearers for the 2009-2011 period as follows:

President: Di Winthrop

Vice President: Kerrie-ann Stedman, Christeen Norman

Secretary: Cheryl Everingham

Treasurer: Carol Johnson

Branch Rep: Dennis Orr

Committee Members: Ros Coomber, Karen Gillespie, Sue Sheppard, Val Edwards, Kim Pomber.

I would like to thank the outgoing committee for their dedication and hard work over the past two years and look forward to working with the committee during the next two.

Kind Regards

Di Winthrop

President



Greetings from Wide Bay

Members from the North Burnett make considerable sacrifice to regularly attend meetings in Maryborough so it was decided at the previous meeting that we would travel to the beautiful township of Kingaroy for the August meeting.

22 members were in attendance which was just great. Our guest speaker/s presentation was delivered by the wonderful Kingaroy based Regional Non-Teaching HR Team- Rosemary Balzer, Brenda Cook and Judy Humphrey who delivered an in-service on:

- meal break/rest pauses
- recruitment process
- documentary evidence (new employees)
- temporary employees spanning the school vacation periods
- guaranteed hours
- long service leave minimum period (replacement)
- leave replacement
- TA 2008 EB
- One Portal – policies and procedures & award and agreements

A BIG thank you to Leonie Evans and other members in the Wide Bay West District, for helping to co-ordinate all necessary arrangements on the day.

87 delegates attended our “Whale and Wilderness Conference – It’s all about you”, which was held September 21-22 at the wonderful Kingfisher Bay Resort on beautiful Fraser Island and was officially opened by our SBMAQ President – Sharon Abbott.

Guest speakers were:

Sharon Abbott (SBMAQ) – BSM Connect and Official Opening

Velia Nichols MC for the 2 days - *How to communicate to connect*

My mindset and me! Coping with Stress

Learn Share Apply philosophy

Personal Capacity to Build Effective Teams.

Mark Cridland - *Using Personality Types To Understand the People You Work With*

Veronica Merry & Debra Wockner (EQ)- *Developing Performance Framework*

Brenton Blair (RemServ)- *(Salary Sacrificing*

Jo Blackmore (QPSU) – *EB/IBB outcomes*

I would like to give a very special thankyou to Suzanne Geddes, Karen Thompson and Lisa Beu for their tireless efforts and personal contributions in making the conference so special.

Next meeting is at:

Maryborough State High School

Z Block Conference Room

Entry via Sussex Street (near Ferry Lane)

Wide Bay members - please note change of venue.

Warm regards

Matt Dunford

President – Wide Bay



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One order per Student – Each Pack is the Same

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- *All packs are the same but packed per student and delivered to the school for distribution*

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- *The parents choose either a whole pack or individual items and return booklists to the school – with payment.*

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**Important Date
to Remember
Next General Meeting
& AGM Date:
28th October 2009
Venues to be advised**