



Learning Dimensions International

NEWSLETTER SEPTEMBER 2005

Welcome to Learning Dimensions September newsletter and the end of another business quarter. The LDI team has enjoyed a busy and exciting time working on a number of interesting client assignments in Australia and offshore. To meet our clients emerging needs we've also introduced some innovative new learning solutions including: SuperCoaching, Corporate Transformation Tools business simulation, and appreciative inquiry methodologies.

Please take a few minutes out of your busy day to find out more about what's happening at Learning Dimensions. Topics include:

- [Global News Snippet](#)
- [Dimensions '05 – Sales & Marketing Conference](#)
- [Hot Topic Breakfast](#) – “From Safety Cop to Safety Coach” – 27th Oct in Sydney, 28th Oct in Melbourne
- [SuperCoaching Masterclass Review](#)
- [LDI welcomes Rebecca Howe and Susan Davie to the team](#)
- [Diversity Awards](#)

GLOBAL NEWS SNIPPET

A snippet of research from the UK this week (Source: www.trainingzone.co.uk) that aligns with a decision recently made public by Australia's ANZ bank regarding their future staffing and development strategies for employees.

“Two heavy weight studies out this week at first glance seem contradictory. One from the CBI shows that 98% of employers are now offering work-related training to their staff, an increase on the 90% ticking this box last year. The second, by Skills for Business, indicates that employers' failure to invest in training could harm the UK economy. So which is right - are employers finally getting the message or are we heading for a serious skills crisis? A clue perhaps lies in the second survey, which shows that the majority of employers are not planning training in advance and many feel that skills do not change, despite advances in technology etc.”

The study of 13,000 UK employers also revealed that:

- Two out of three employers admit that they have problems recruiting new employees with the skills they need
- Three in five employers do not provide yearly training plans for their employees
- Half of employers believed that the skills required have remained unchanged, despite rapid technological advances and the increasing threat of international competition.

We'd love any thoughts you have on how this might hold true within Australia and New Zealand. Please email us at info@learningdimensions.com.au.

DIMENSIONS '05 – SALES & MARKETING CONFERENCE & EXHIBITION

Learning Dimensions is delighted to be participating as an exhibitor in **Dimensions '05**, the largest and most significant Sales & Marketing symposium ever convened in the Asia Pacific Region. Dimensions '05 is open to all managers whose responsibilities entail the marketing and/or sales function of their organisations' products and services. Hosted by the Australian Sales & Marketing Institute, Dimensions '05 has already captured the imagination, attention and expected participation of more than 700 senior managers from well recognised corporations.

Join us at our stand

Mon 26th - Tues 27th September

Melbourne Convention Centre

For more information phone + 61 3 9878 1639 or visit <http://www.dimensions05.com.au>

SUPERCOACHING MASTERCLASS REVIEW

Coaching has been recognised by many proactive leaders as the way to develop capability within the workforce and a powerful catalyst for systemic and sustainable growth. However, confusion still reigns as to what coaching actually is and the skills and capabilities of those required to coach are not always up to the task.

In August, LDI was fortunate to team with Ben Renshaw, co-author of the book SuperCoaching™ to deliver the inaugural Australasian SuperCoaching™ MasterClass. Participants took the opportunity to lift their own coaching skills to a higher level as well as evaluate the approach, methodologies and skills for use within their own organisations.

SuperCoaching™, which is defined as “an enabling process to maximize performance, development and fulfillment,” comprises twelve core competencies that provide a framework for measuring effective coaching. They are grouped into the three critical domains of ‘Being’, ‘Doing’ and ‘Relationship’ and are all essential for any Super Coach to demonstrate.

Domain	Competency
BEING	1. Has Enabling Presence
	2. Is Self-Aware
	3. Has Self-Confidence
RELATIONSHIP	4. Values People
	5. Is Open and Honest
	6. Is Supportive and Challenging
	7. Has Organisational Awareness
DOING	8. Has a Clear Methodology
	9. Is Present
	10. Uses Enabling Frameworks
	11. Has accomplished Skills
	12. Uses Effective Tools

We received overwhelmingly positive feedback about SuperCoaching's content and delivery including these unsolicited comments from participants:

- “At last a robust framework to work with”
- “A fantastic tool for empowering growth”
- “Living the experience reminded me of the value and of coaching and renewed my commitment to it”
- “The clarity I now have as to how to improve my coaching skills even further is fantastic”
- “I thought the name SuperCoaching™ was a bit strong, but since attending the MasterClass I found the principles really do live up to the name”
- “I was stimulated and encouraged and hugely enjoyed Ben's human approach and modelling of best coaching practice.”

If you want to learn more about how a SuperCoaching™ environment can assist in supporting the goals and desired future of your people and organisation, please contact linley.w@learningdimensions.com.au.

LEARNING DIMENSIONS WELCOMES NEW SENIOR TEAM MEMBERS

Rebecca Howe - Following a year of contracting with us on large projects Rebecca has joined LDI permanently as business manager and consultant. Previously at Right Management Consultants (The Empower Group), she managed Polson Training Brokers.

Rebecca's capability as a highly effective project manager is reinforced by a broad range of expertise and strengths, within the areas of leadership, organisational development, talent management, strategic marketing, and business development and reengineering.

Rebecca holds a Bachelor Behavioural Science (major Psychology & Social Sciences) and Post Graduate qualification in Organisational Psychology.





Learning Dimensions International welcomes **Susan Davie** as Senior Consultant. Originally from the United States, Susan combines a background of nearly 20 years of sales experience with 5 years coaching and counselling of business professionals.

Formerly with Mercuri and Rogen in Australia, Susan blends her personal and training experience in sales, sales management, customer service, effective communication and coaching in a powerful and personable style. She is a Master Practitioner of Neuro Linguistic Programming, holds a Doctor of Clinical Hypnotherapy Degree and is MBTI and Human Synergistics LSI/GSI accredited.

WORKFORCE DIVERSITY AWARDS

Who are Australia's Leaders in Workforce Diversity?

Find out who leads the way in Workforce Diversity at the 5th annual Diversity@work Awards presentation – 6:30-9:00pm, 4th October, Crown Towers, Melbourne. Contact Diversity@work on (03) 9608 0900 for more information.

Learning Dimensions inspires and facilitates people's learning so they can create more value and achieve better results.

This newsletter is a way of ensuring that we can keep you up to date with a variety of activities, ideas and opportunities. Your feedback is most welcome so please feel free to contact us on +61 3 9510 0477 or email info@learningdimensions.com.au for further information, suggestions for inclusions or changes to the newsletter.

Best regards
From the team at Learning Dimensions International.

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