



# East-enders

## Newsletter of Zonta Club of Brisbane East

GPO Box 3060 Brisbane 4001

Charter Number 1235

December 2004

### Next Dinner Meeting



**Monday  
14 February**

Pre-Dinner nibbles 6pm  
Committee Meetings 6.15pm  
Dinner 7.30pm –9.30pm  
At

### Good Earth Hotel

Wickham Tce  
(Ground Floor)

**Cost \$35.00 each**

\$5 Meeting only

Apologies to

**Karen Hendry**

**Thursday 10 February**

**3262 2864**

**Mobile 0419 027 156**

*In absence on an apology an  
invoice for \$27.50 will be sent to  
all non-attending members.*

### PRESIDENT'S PATTTER

It's nearly that time of the year again when the adults run out of steam and the kids pick up the pace as it's gets closer to Christmas!! We have had a quiet month in terms of activities but have plans for many different events next year. We will discuss them in more detail tonight.

#### Breast Cushions

We delivered 20 to the Greenslopes Hospital on Thursday. This is the first delivery that they have received and we will keep supplying them as long as they need them. They have just started doing breast surgery and with a new building in the pipeline, their need will increase. We also delivered about 36 to the Mater Private who seem to be flush with cushions at the moment.

#### Next Meeting

Our next meeting is on 14 February 2005. At this meeting, we will be appointing a nominating committee for the forthcoming elections. We also need to think about our budget for the coming year and decide if we need to increase fees or keep them at the same level. Please give this some thought.

#### Balmoral State High School Scholarships.

Tonight we need to vote on the proposal that Bev Farley has been working on to change the scholarships for next year. This proposal is to give the scholarship to one person for 3 years at a cost of \$500 per year.

Currently, we give 2 scholarships for one year at a cost of \$500 per student.

#### Amelia Earhart

You are reminded that the Amelia Earhart brunch is on **Sunday 16 January 2005**. It would be great if we could get together a table to celebrate this brave lady.

#### Garage Sale April 16

Start gathering your items for a Club Garage Sale in April. Any useful items will be well received.

#### Christmas

I would like to wish everyone a safe and holy Christmas. Many thanks to the members for their hard work during the year.



*Lynn Papa*



### January Fellowship Dinner

**Monday 10th January at  
6.30pm.**

#### Royal Thai Orchid

45 Little Cribb St Milton.

Plenty of parking. Restaurant is BYO.

RSVP to Kate Hutchings by email or  
work phone - 3864 1251.

Menu available at December Meeting  
or from Kate.

### Melbourne Convention 2006

The Melbourne Zonta International Conference in June 2006 will attract large numbers of Zontians from around the world.

If you would like to be part of the fun then you might consider being part of the Home Hospitality Program.

This involves hosting a Zontian/s in your home either before or following the convention. Hosts are asked to provide accommodation and breakfast—other meals and transport are the responsibility of the guest. Other possibilities include sharing guests by a club.

If you would like to be part of the Home Hospitality Program contact is Naomi Arnold 88524 3017 (h) or email [Arnold.Naomi@saugov.sa.gov.au](mailto:Arnold.Naomi@saugov.sa.gov.au)  
*Information sheet is available at meeting.*

## Women in Leadership: Leading Yourself and Others *by Avril Henry*

Women fulfil so many roles in life . . . daughter, sister, partner, wife, mother, employee, friend, etc. etc, and in the process we often forget about the most important person of all . . . ourselves. In our drive to be all things to all people and to please others, for that is how we have been socialised, to be the “nurturers of the planet”, we nurture least the people who need it the most . . . ourselves.

In her book “Meditations for Women who do too much”, Anne Wilson Schaefer paints the following picture, which I think most women today can relate to: *“Some of us have modelled our lives after the road runner cartoon character: jump out of bed in the morning – beep beep. Throw in a load of laundry so it can wash while we do our exercises and shower – beep. beep. Nine minutes for make-up and hair – beep beep. Seven minutes for toast. Five minutes for eating breakfast and making a list of things that must be done today – beep beep. Throw laundry into the dryer, grab keys, handbag and briefcase, and burst through the front door – beep beep.”*

Now that is clearly a “single

### **Amelia Earhart Brunch**

**Sunday**

**16 January 2005**

**9am**

**Cost \$36.00pp**

**At**

**Tennyson Room**

**Brisbane Golf Club**

**Tennyson Memorial Ave**

**Yeerongpilly**

Payment by Friday 7 January  
To: Zonta Club of Brisbane South  
See flier at November & December Meetings

female road runner.”

The anecdote doesn’t include those of us who have children to wake, feed, get dressed and march out the door with eyes still half shut with a piece of Vegemite toast in one hand, a juice popper in the other (so it won’t spill in the back of the car) and hoping that they have two matching shoes on as you drive them to day care or before school care, before the sun has risen.

Note this part of the story doesn’t even have ‘beep beep’ as we don’t even have time to make the noise. By the time we have finished our morning routine, most people would be exhausted and we have just began – beep ... beep ... Perhaps it is important for us to remember that while we have many characteristics in common with the roadrunner, we were not created to be roadrunners.

In her self-help book “Be-Good-To-Yourself Therapy” Cherry Hartman puts forward the very valid proposition that you cannot be anything to anyone until you take care of yourself first!

Many women have yet to learn that. We are often brought up to believe that God, or which every spiritual being we may (or many not) worship comes first, then others, and right down the bottom of the scales, ourselves. We have believed this and accepted it. As women we are even referred to as a minority group in terms of the work place and political and economic power.

Extraordinary when you consider that in Australia we make up 52% of the population, occupy 43% of full time jobs and 75% of part-time jobs. We also own 40% of the over 800,000 small businesses in Australia today, and have a higher success rate in small business than our male counterparts, and yet we continue to doubt ourselves

In a study done in the USA by Carol Tomlinson Keasey, she said “One startling finding, given that these women had an average IQ of 143, was their lack of confidence in their abilities and belief that their intellectual selves were ... not developed.” People have said that the women’s movement is the only revolution where the outpost of the enemy is in our minds (not that we need to think in terms of enemies).

We should all feel a lingering sadness for a group of intelligent women who do not believe in themselves or their abilities, and then perhaps ask ourselves if they are not too dissimilar to ourselves. We put up a good front, but often there is a niggling doubt that perhaps we are not quite good enough, or as good as others tell us we are.

In order for us to be good leaders we need to change this by starting with some self-leadership. Self-leadership is the essence of all individual and team change management. Self-leadership is based on knowing yourself and seeking reliable counsel. It is also the core of the future career covenant. It encompasses our personal goals, values, vision and requires us to be courageous.

### **DATE CLAIMERS**

**Monday 10 January—Fellowship Dinner at Milton**

**Sunday 16 January—Amelia Earhart Brunch**

**Sunday 30 January—Breast Cushion Morning—To be confirmed**

**Monday 14 February—Next Club Dinner Meeting (Valentine’s Day)**

**February 2005 - Friday Night—Movie Night at Newfarm TBA**

Here are some tips for self-leadership from a researcher in this field, Richard J. Leider

**Choices are the secret of our power.** We are not powerless in choosing our living and working conditions. We need to make choices that are right for us. So many Generation X women are choosing not to have children, 24% of them, because they believe that you cannot have a successful career and a family, and yet society does not ask men to make the same choice. This is not only sad, but is contributing to Australia's declining birth rate, and therefore the "War for Talent" will no longer be about hiring the brightest graduates, it will simply be about getting enough people to do the work that needs to be done within the next 10 – 20 years.

**Gain control where you can.** You need to make time not only for your family, but also for exercise or some form of stress relief and self-development. The only person who can give you permission to do something for yourself, is YOU. Lock the door to your bedroom for 15 minutes when you get home from work before tackling domestics, children, dogs or whatever else requires your attention, and if you turn up the music high enough (even Enya) you can't hear them beating on the door.

**Change your mental maps.** Real change comes from changing the way we think, and in order to do that, you need time to think. Even 10 minutes a day in a quiet spot, whether a park or a coffee shop ON YOUR OWN will give you that time and ask yourself the question "What area of life would I like to develop besides work ... my mind, body or spirit?".

**Do what you love.** If you don't love what you do, get some career counselling and start changing things. Baby Boomers could learn from Generation X and Y, who quietly openly will tell you that "We won't do work we don't like or that is boring or not challenging". Therein lies another secret clue for leaders in relation to retention and motivation of Generation X and Y in the workplace.

**Renew a relationship with a mentor or coach.** Ask yourself "Who is the first person I'd call for leadership advice?"

**Step out of your comfort zone EVERY DAY.** Risk and challenge can recharge your batteries. All successful people are risk takers, often they take calculated risk but nevertheless they take risks. The worst thing that can happen when you take a risk is that you fail, and failure is not something many successful people are afraid of. It should be seen as a learning opportunity.

**Quit doing something!** Busy people and leaders tend to over commit themselves. The end result again is that you will have no time for yourself.

**Self-leadership is self-care.** Be honest with yourself, and have fun ... it's contagious!

Now that we have some tips about leading ourselves, we are ready to lead others. The trick for women is to get into those positions of senior leadership. In the most recent statistics released by EOWA, we find:

- Men outnumber women in managerial roles by more than 3 to 1.
  - Only 1 in every 8 members on private sector boards is a woman.
  - Of the top 100 companies in Australia, only 2 CEO's are female.
  - Women comprise just 13% of general managers and 27% of specialists managers.
- Women still only earn 84% of men's full-time weekly earnings for doing the same work.

When you look at these and other recent statistical information, which suggest it will take only 177 years before we have an equal number of men and women in leadership positions, then you realise that while we may have come a long way in the last 30 years, we still have an incredibly long way to go.

However, when you look at what employees of the Employer of Choice (EOC) winners in the Hewitt surveys of the last 3 years have identified as what makes these companies good places to work, you realise women are well skilled to play a key leadership role now and in the future.

The following factors were identified by employees of EOC companies as highly motivating:

#### The Year Ahead.... Timetable

March—Whist Evening TBA  
Sunday 10 April—Area 3&5 Workshop  
Saturday 16 April—Garage Sale at Darra –Papa Workshop  
June 2005 - Planning Night  
July 2005 - Antique Fair TBA  
October 2005—District Conference—Gold Coast

- Strong leadership, and a genuine interest in people
- Performance management systems and processes
- Regular, constructive feedback
- Challenging work
- Opportunities to learn new skills
- Teamwork
- Open and honest communication
- Work/life balance

If you then compare this to what motivates Generation X (born 1965 – 1979) Y (born 1980 - ) in the workplace, it has similarities to the list of the motivating factors of an EOC. Generation X and Y seek:

- Inclusive work environments
- Regular, honest communication
- Strong team environment opportunities to make a contribution, opportunities to learn new skills
- Work/life balance
- Being heard, being valued and accepted as a 'whole' human being.

Both these lists demonstrate that the old style of "command and control" and "Do as you are told" leadership will not work with Generation X and Y, and Employers of Choice are already shifting their cultures to being more open, more inclusive and recognising that loyalty and respect works both ways.

While Veterans and Baby Boomers were loyal to organisations, Generation X and Y are loyal to good leaders and managers and the team they "belong" to. Women have always understood the value of helping others, they are natural mentors and coaches, they simply don't recognise it in themselves in many cases.

Women have learnt how to be team players in sport, social environments and understood how to use teams and teamwork to achieve seemingly impossible challenges, e.g. school fetes and sporting carnivals on shoe string budgets with no technology, etc.

Women are good at sharing information, and teaching others, something else that Generation X and Y are looking for in the workplace. Women are good at giving feedback and encouraging people, again an important skill for the leader of the future. And of course, women understand how challenging it is to balance work, home and other personal priorities. We are the 'master jugglers' and can therefore

It would be naïve to suggest that all women would lead in this way. Many lead like the Veteran and Baby Boomer male role models that they had, and continue to have, in the workplace: but Generation X and Y will take their intellectual property, which sits between their ears, and they will not hesitate to go somewhere else if they are not happy with the leadership, the environment and the team to which they have been assigned. Remember the "War for Talent" is changing.

Women are now well placed in terms of physical numbers, education, skill and experience to take an equal place at the leadership table of power bases of society ... government, private sector and churches, and to truly make a difference by leading differently, because that is what the future requires!

Women can no longer wait for others to take the lead or give them permission to lead ... we need to embrace the philosophy of "Power of One" ... it starts with the person staring back at you when you look in the mirror.

**Make the choice today to be the change you want to see in others!**

*Written by Avril Henry ,Executive Director of AH Revelations.*

#### ACKNOWLEDGEMENTS:

Meditations for Women who do too much - Anne Wilson Schaef  
 The Leader of the Future – The Drucker Foundation  
 The Future of Work and Leadership, Avril Henty July 2001  
 Equal Opportunity for Women in the Workplace Agency  
 Leadership and Generational Diversity Avril Henry 2002, 2003



