

THOSE THAT SUPPORT YOU IN YOUR CAREER

Welcome,

In this edition of The Xplorer we want you to think about those that support you in your career. Whether it's your family and friends, manager, colleagues, peers or a professional career coach, we all have influence from the people around us. Make sure that you talk to these people about what support you need from them and be clear with them about your goals so that they are able to steer you in the right direction.

We'd also like you to support the Make Care Fair campaign and sign their petition to reignite the debate on the cost and affordability of childcare for working parents.

Please remember to give us a shout if you need our assistance, we're here to support you in your career too!

The Xplore Team

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HOW OTHERS CAN HELP YOUR CAREER

Your career can get a huge lift by having the right people around you as supporters. Whether you call it your 'Personal Board' or think of them as your 'Sponsors' there is now doubt that positive support people give you the confidence to take on new challenges and calculated risks.

We are very aware that a supportive family makes a huge difference in your success at school and your confidence to face the challenges of growing up but yet many women forget that they need a similar support team in their career.

At Xplore, we look at this group in three areas: those that provide information, those that provide support and those that provide influence. Let's look at each of these and how they can affect your career success.

Firstly, those people that provide information to allow you to thrive at work. Don't limit your thinking to information solely to do your job. Let's look at other people who provide information that may be even more important to you:

- Who can tell you where the opportunities are for promotion both within your current organisation and beyond? Find at least a couple of people who know what is happening in your organisation and how you can be a part of the new priority areas.
- Who can tell you where the career growth areas are in the industry sectors that are of interest to you? Find those people who are well connected in the industry –

maybe joining an industry group or keeping up with others who were in your cohort at university.

- Who can tell you your value in the market place? Again, those peers that you met at university may offer advice here. However, search firms have a very good idea of the worth of different roles.

Secondly, those people who offer support. Don't limit your thinking just to those who lend a kind ear and listen to all your concerns. The support you need is from those who listen first and then encourage you to move forward. You want those who say, well now you are here what is the next step, "how can you handle future situations like that differently" or "here are some ideas you may want consider".

Thirdly, those people who can influence others in their thinking. These people are 'connectors', they know who is who, who makes decisions, what others are planning and thinking. These people can open doors for you to new opportunities. These are the people you need to find and then foster to ensure that when you are looking for new opportunities they can help.

So when you sit down to do your career plan, take the time to consider whom you need in your team and what role they can play. Then ensure that you set aside time to build and strengthen these relationships as you travel on your career path.

To find out more about Xplore programs to assist you and/or your organisation to achieve success visit our website or call Diana Ryall on 02 9660 4526 or email office@xplore.net.au.



SIGN THE PETITION FOR THE MAKE CARE FAIR CAMPAIGN

Do you know anyone who has left the workforce after having kids because “after the cost of childcare it was hardly worth the while to continue to work”? Or because they couldn’t find affordable quality care?

The cost of quality childcare – home care, day care, after school care and vacation care – is a key issue for Australia’s working families and for working women in particular. Research shows the:

Impact on a woman’s career

- 48% of women said the cost of childcare negatively hit their career but not their partner’s career
- 71.6% of women said their partner’s career had not been held back at all
- 24% of working mothers say working isn’t viable however they remain in the workforce due to independence and the necessity for career progression
- Leaving the workforce for cost of care reasons has a compound negative effect. After leaving the workforce 52% of unemployed carers feel that their skills have been reduced whilst off work, and 49% have reduced confidence in their ability to return to work.
- The relationship between the cost of care and employment choices affects employees on all incomes, i.e. from those on relatively high incomes (AUD\$90K and upwards) to those on relatively low family incomes (AUD\$50K and below).
- Hence strategies to address all incomes groups will have a significant impact upon choice

and workforce participation for all employees.

- Impact on workplace participation and the Australian economy
- 51% say one parent would have to quit their job if the costs of childcare increase
- For every AUD\$1 the Government spent on childcare, the Government get back AUD\$1.86 in revenue from improved workforce participation rate
- 50% of parents would increase their hours of work if care was more affordable
- 46% of parents say the cost of childcare for their children under school age is too high relative to their income. 36% are considering leaving the workforce
- 26% have already reduced their hours of work because of the high cost of care for children under school age.
- Strategies to reduce the cost of care will have a direct impact on employment outcomes as there is a strong casual relationship between the financial cost of care and employment choices, and affordability is a key issue for all employees with caring responsibilities
- In 2006, affordability of care influenced the departures of 64% of employed carers from the workforce, and 60% of unemployed carers would return to the workforce if care was more affordable.



The Make Care Fair campaign hopes to reignite the debate on the cost and affordability of childcare for working parents. The goal of the campaign is to legitimize the cost of childcare for working parents enabling the full costs of care to be claimable as a deduction against taxable income.

WE NEED YOUR VOICE!

Sign the petition here:

<http://www.makecarefair.com/makecarefair/homepage>



Follow on TWITTER



Follow on FACEBOOK

TEN TIPS FOR CAREER SUCCESS

- 1 Be clear on your career and life goals. Take the time to record them in the next week – goals that are written are more likely to be achieved. Ensure they are SMART <http://www.projectsart.co.uk/smart-goals.html>
- 2 Talk to those around you on your desired career outcomes for 2011. So often managers and others in your career circle are not clear on your aspirations. Don't leave others to guess they may believe that you have no aspirations.
- 3 Develop a "personal board" of people who will give you ideas, feedback and confidence. These should include some in your organisation and others outside. These people provide a frame of reference as you seek new challenges.
- 4 Be prepared to talk about your successes to others. Do not count on others noticing or being your personal promoters. Be able to express them confidently and concisely.
- 5 Be aware of the remuneration you deserve in your current position in the industry sector in which you work. Ensure your manager knows that remuneration is important to you. Remuneration is often used as a way to gauge skills. If you are not paid to market you may be assumed to be less skilled.
- 6 Make time for yourself and those family, friends and relations who are important to you. There is no way to backtrack and rebuild these important personal links. They provide the solid ongoing foundation for your life.
- 7 Remember 7 x 24 is a myth and you are replaceable. In fact you can only be promoted when you have made yourself replaceable. Prioritise what you do and accept that the inbox and in-tray may never be empty. Always prioritise!
- 8 If you are unhappy in your role, take the time to work out why and do something to change the situation. Maybe you can adapt the role you have, find a new role within the organisation or find something entirely different. However, you must be clear on your aspirations before you can seek change.
- 9 Be prepared to take new challenges, try new ideas and be wrong. Ask yourself what is the worst that can happen? Often the unknown can be daunting and yet the new experiences build new skills.
- 10 If it does seem to all fall apart, be open to the support of others. It may simply be the opportunity to take a new direction in your life.



Head over to Xplore's Facebook page for more tips

HELPFUL LINKS

Coleman Greig Women in Business Forum
colemangreig.com.au/WomenInBusiness

Sphinx
<http://www.sphinx.com.au>

Women in Business
<http://www.womeninbusiness.com.au>

Women's Network Australia
<http://www.womensnetwork.com.au/index.cfm>

Women Chief's of Enterprise
<http://www.wcei.com.au/asp/home.aspx>

Success Women's Network
<http://www.successwomensnetwork.com.au>
Previously: sydneywomensnetwork.com.au/

Career Mums
<http://www.careermums.com.au>

Ask Her
<http://www.askher.com.au>

Business Chicks
<http://www.businesschicks.com.au>

Femail
<http://www.femail.com.au>

Mums@Work
<http://www.mumsatwork.com.au>

Kiva
<http://www.kiva.org>

Please let us know if you would like to add any links to this section.

WHO HAS BEEN THE GREATEST INFLUENCE ON YOUR CAREER?

We all have people that we would cite as having had a part to play in where we are today. Both positively and negatively, the way that we interact is shaped by the people that influence us, the people we learn from.

We'd like you to all share with us over on the Xplore for Success LinkedIn Group, who has been the greatest influence on your career and why? In the next edition of The Xplorer we will highlight some of your stories.

Join us on the Xplore for Success LinkedIn Group now.

AN EXECUTIVE COACH WILL SUPPORT YOUR CAREER

Xplore offers professional coaching for women and men to unlock the potential of each individual and to maximise their personal performance by developing self-understanding, building leadership skills, developing flexible communication techniques and building personal presence.

Xplore professional coaching provides an opportunity for behavioural change and personal development. Through a targeted program each participant will have an opportunity to be supported through a process of setting personal goals, discussing behaviours and building confidence whilst defining their personal success targets.

At Xplore we can tailor a coaching program to meet your needs whether individual or organisational.

Our coaches have a broad range of experience and also facilitate the Xplore programs, their profiles can be found on our website under 'our people'.

For more information about Xplore's Professional Coaching programs contact Diana Ryall on 02 9660 4526 or email office@xplore.net.au.

XPLORE SUCCESS STORIES - MAREE SUMERTHA

Support others with your knowledge and experience

Maree has been working at CBA for over 30 years, so when the opportunity was presented to her to attend the Xplore Senior Career Resiliency program she agreed, but at the same time was rather ambivalent as to any benefit.

Maree remembers when she was on her way to the first day of the program, she was apprehensive and “quite frankly, dreading it!”. She had the perception that she wouldn’t fit with the group and it just wouldn’t be her kind of thing. Although she felt this way, Maree was determined to go in with a positive attitude, something that is very obvious in her character.

As soon as the first session was over Maree had a big confession to make. She addressed the group and told them the story of her journey to the session and she was willing to admit that on this occasion, the program had proven her wrong. “Just from this first day I could tell this was going to be the most beneficial program I’d ever done, I was excited to get back there for the next session”.

What Maree thought was the most surprising aspect to the program was the focus on talking about your strengths, something she thinks that other training programs lack as they tend to focus more on your weaknesses and self-improvement. The Xplore program gives people a chance to share their experiences in a non-threatening environment and learn from each other with practical concepts.

Maree enjoyed talking about her strengths, supporting those that had been in similar situations to her in their career and learning from the other participants. “Claudia was a fantastic facilitator, she made sure we were all on the right track but essentially we owned the conversation which made it a much more empowering and relaxed atmosphere in which to speak your mind”.

Maree learned to peel away all the ‘stuff that bogs you down’ and really hone-in on her key strengths. One of the tasks set by Claudia was to ask 5 people to give their feedback on her strengths, Maree found this very confronting and it was a difficult task for her to perform. She picked people that she knew would give her their honest opinion and found it one of the most humbling experiences she’s ever had – she still refers to them on occasion today.

Maree also learned from this experience the power of her network. She doesn’t like the word ‘networking’ so much as it sounds “too impersonal”, but rather sees her network as professional and personal relationships that come together to support you through changes in your life and your career. “It’s

not about business cards and selling yourself to me, it’s more about the relationship we can build over the long term and helping each other out”.

At the time that Maree attended the Xplore program she was feeling a little unhappy in her role but she couldn’t

pinpoint the problem. She was never one to be frightened to ask questions when she didn’t understand something, but she was finding herself lacking in confidence to ask the questions, leaving her feeling a bit inadequate. The one-on-one coaching sessions with Claudia started to reveal where the problem might lay.

Around this time, Maree was invited for coffee with her manager’s manager, she went all prepared to talk to him about her work but when she sat down what he said surprised her. “I want to talk about you , I sense you’ve lost your fizz”. This was a big blow to Maree because although she knew she was unhappy she didn’t think that she was being negative or wearing it on her sleeve.

This comment really spurred Maree to find out what the problem was and ‘get her fizz back!’. During her sessions with Claudia, she realised that she had been holding on to a confrontation she had had previously with her manager. She spoke with another confidante as well and decided the best course of action was to confront her manager about this, which she did.

The relief was fantastic and Maree started to feel as though she was regaining her confidence and not feeling so uptight. She had challenged herself like never before and she found it liberating. She made some changes to her working environment that gave her fresh challenges and she started to feel the ‘fizz’ returning!

As the Xplore program came to a close, Maree invited her manager’s manager to the final day and luncheon and announced to him and the group that she had found her fizz again – thanks to him for identifying it and Claudia and the group for supporting her to find it again. She was glad that she had challenged herself to lose her preconceived ideas of what the Xplore program would offer and had really thrown herself into it.

The Xplore program really had a positive effect on Maree and she is more than willing to recommend it to others.



NETWORKING EVENTS

XPLORE NETWORKING BREAKFAST

Xplore's next networking breakfast in Sydney is scheduled for Friday 28th October. Come along and share your thoughts and ideas on this subject with like-minded professionals.

SYDNEY
FRIDAY 28TH OCTOBER
7:30AM TO 9:30AM
REGISTER NOW >>

Exclusive for readers of The Xplorer

We would welcome your input for a theme for our next breakfast event. Please let us know your theme idea by clicking on this link. If your entry is chosen you could win two complimentary tickets to the breakfast on 28th October. Good luck!

WCEI NATIONAL CONFERENCE 2011

Come be inspired, challenged and motivated as we explore the concept of leadership, the drivers of change and the role of everything social.

Share your thoughts during our interactive sessions. Network with our inspirational members and friends and celebrate during our opening night cocktails and Gala dinner. A conference not to be missed, registrations are now open.

7TH - 9TH SEPTEMBER 2011
SWISSOTEL HOTEL & RESORT SYDNEY
MORE INFORMATION >>

DRESS FOR SUCCESS SYDNEY

The Dress for Success Sydney 2011 Gala Dinner Making Dreams Come True Friday 14th October

This will be an evening to enjoy and celebrate the success of the organisation, dressing over 1,200 women in 2011!

Join us! There will be entertainment, wonderful food and the opportunity to support a great cause. Tickets are \$220 per person or \$2,000 for a table of 10.

Book here now >>

Dress for Success Sydney is a community-based organisation that is run predominantly by volunteers to dress and offer support and advice to disadvantaged women seeking to re-enter the workplace. Xplore for Success is a proud sponsor of Dress for Success Sydney. Stay informed by joining Dress for Success Sydney social network groups on LinkedIn and Facebook.



In the next edition of The Xplorer

In the next edition of The Xplorer... we will be covering "Reflecting on your successes in 2011". Feel free to send us your recommendations of topics to discuss thexplorer@xplore.net.au.