



Leadership

Resources from around the World



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Leadership

A Leader's Legacy (A Stanford Executive Briefing with Jim Kouzes)

Within all levels of every organisation, each one of us has the opportunity to be a leader and a role model. Through our efforts, we can significantly encourage the success and productivity of those around us. But such influence takes work, especially if you want to leave a lasting impact. Based on twenty-five years of research, Jim Kouzes explores the tough and often ambiguous issues that today's leaders must grapple with, including how you can't take trust for granted, why failure should always be an option, and how to liberate the leader in everyone.

Programme highlights include:

- How to create a vision that others will buy into.
- The daily small differences that add up to making you a better leader.
- How to make your employees two-and-a-half times as likely to be satisfied with their jobs.

Jim explains that leadership is personal - that the people you lead need to know who you are and what you care about before they can follow you. He acknowledges that this closeness may feel risky, but in the end, it makes the task a bit easier when you have to give the bad news as well as the good. In this informative and motivating talk, Jim shares his conviction that we all want to live a life of significance, and he reminds us that the legacy we leave is the life we lead.

Duration: 49 Minutes
Purchase: \$295 +GST
Producer: Kantola U.S.A.



ABOUT THE STANFORD EXECUTIVE BRIEFINGS SERIES:

Filmed on the Stanford University campus, these lectures bring to you some of the best and brightest minds of our era.

Every month great minds come to Stanford campus to speak at the Stanford Executive Briefings breakfasts. If you were not one of the fortunate few to attend these presentations, you can still benefit from the knowledge shared by owning your own copy of the lecture.

Use these programmes to enhance your own understanding of business issues, and share them with your staff to stimulate and motivate your team.

Be Prepared to Lead

Applied Leadership Skills for Business Managers

"...best value in the leadership category. Focuses on issues none of the others touch."-View Magazine

Learn how to:

- Recognise your leadership potential.
- Build leadership traits.
- Earn the trust of your team.
- Build vision and communication skills.
- Recognise leadership errors.
- Develop your own personal leadership style.

Leadership development is a process of gaining self-understanding and confidence. Learn how to identify your own leadership style, how to capitalize on its strengths, and how to adapt your style to changing circumstances. Develop essential leadership skills and learn to avoid costly leadership errors.

Duration: 27 Minutes
Purchase: \$295 +GST
Producer: Kantola U.S.A.

Bill Gates in Conversation With Stanford President John Hennessy (A Stanford Executive Briefing)

Program Highlights:

- Prototypes of new devices that will change the ways we learn and communicate.
- The web services dream and future of e-commerce.
- The critical need for research--what we've learned, and what's on the horizon.

In this lively and informative presentation, Bill Gates gives you his perspective on where technology is going from where it is today. Expanding on his belief that we're still "really just at the beginning," he shares his goals for the current decade--advances in networking and application interactivity; increases in reliability and ease of use; and improvements in productivity, as information sharing becomes more and more efficient.

During a candid question and answer session fielded by John Hennessy, Gates responds to issues ranging from privacy to security concerns; and from intellectual property protection to current limitations on broadband access. (2002)

William H. (Bill) Gates is Chairman and Chief Software Architect of Microsoft Corporation, the world's leading provider of software for personal computers. He began programming at age 13, and by 1974, while an undergraduate at Harvard, he had developed a version of BASIC for the first microcomputer. He formed Microsoft with Paul Allen in 1975. Microsoft today employs more than 40,000 people in 60 countries.

Duration: 57 Minutes

Purchase: \$295 +GST

Producer: Kantola U.S.A.

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Character is Destiny

No two people in the world are the same! Pick up any newspaper, watch any news show, or read any business magazine, and the topic of character comes up. Why is character discussed so regularly? And why do experts believe a strong character is vital to the long-term success of every individual and every organization?

Character Is Destiny, hosted by national ethics expert Russell W. Gough, illustrates the importance of doing the right thing every time.

Duration: 16 Minutes

Purchase: \$890 +GST

Producer: Starthrower U.S.A.

Celebrate What's Right with the World

Celebrate What's Right with the World teaches what a powerful force having a vision of possibilities can be for you. Do you have a vision for your organisation? More importantly, do you have one for yourself? One that gets you excited every morning and keeps you open to possibilities.

In this new program **Dewitt Jones** asks, do we choose to see possibilities? Do we really believe they're there? He assures us that we will see it only when we believe it. And when we believe it, we connect with a vision that opens us to possibilities and gives us the courage to soar. Celebrate What's Right with the World provides practical guidelines for applying the seven key concepts, even in the face of critics and challenges. Stunning photography and powerful dialogue also help us see how we can approach our lives with celebration, confidence and grace.

Dewitt Jones is one of America's top professional photographers. In his twenty-year career with National Geographic, Dewitt lived the vision of "celebrating what's right with the world." He found that the creative tools he employed as a photographer had an even deeper application when applied directly to his personal and professional life.

Key Training Points:

Seven Key Concepts

1. Believe it and you'll see it.
2. Recognise abundance.
3. Look for possibilities.
4. Unleash your energy to fix what's wrong.
5. Ride the changes.
6. Take yourself to your edge.
7. Be your best for the world.

Duration: 24 Minutes

Purchase: \$890 +GST

Producer: Ash Quarry- Training Point Australia

Encouraging the Heart

This programme, featuring best-selling authors and management experts **James M. Kouzes and Barry Z. Posner**, illustrates the importance of employee recognition and presents examples of the types of rewards leaders can give to truly motivate top performance. Encouraging The Heart is the fifth principle of Kouzes & Posner's book The Leadership Challenge.

Many people assume that money is the way to motivate others but Kouzes and Posner teach us that appreciation is the ultimate motivator. This programme is filled with real-life examples of managers helping others believe in themselves, celebrate their uniqueness, and discover their own value. You'll visit a software company, a public utility, a non-profit agency, and a manufacturer to see the positive results achieved by implementing the principles taught by Kouzes and Posner.

This inspirational and instructional training program shows how to master one of the most difficult and valuable leadership skills of all. It's ideal for training in leadership, general management and motivation.

Participants will learn:

- why it is important to find time for employee recognition
- how appreciation mobilizes people to excel
- the benefits of celebrating both individual and group achievements

The seven principles of **Encouraging the Heart**: set clear standards, expect the best, pay attention, personalise recognition, tell the story, celebrate together, and set the example.

See also - Legacy: The Leadership Challenge 20th Anniversary DVD Collection!

Duration: 20 Minutes
Purchase: \$990 +GST
Producer: John Wiley U.S.A.



Enhancing Morale (Leadership Series)

This Australian made production is part of the NEW Leadership Series - see Leadership in Action for a related programme in this series.

Morale is embedded into every workplace and has an all-pervasive effect on how employees communicate and perform, but it is not always obvious or easy to explain. This programme investigates the link between workplace culture and morale, and the role that leaders play in creating and maintaining morale. Featuring dramatised scenarios and panel discussion, this programme will assist in identifying current and potential issues and offers practical steps to develop a positive workplace culture that engenders good morale.

Primary Training Points include:

- Explores the links between morale and workplace culture
- Discusses strategies for building and enhancing morale

Includes a comprehensive Leader's Guide and Participant Workbook Training Points:

Duration: 12 Minutes
Purchase: \$395 +GST
Producer: Training Point Australia

Even Eagles Need a Push

Even Eagles Need A Push challenges viewers to make a positive contribution. It illustrates five qualities of confident, empowered people: self-appreciation, vision, purpose, commitment and contribution using powerful personal stories and historical film footage. **This remarkable program has been a Best Seller in over 20 countries!**

"The image of the rowing team is symbolic of what most of us want in life. All elements of our organisation or family perfectly synchronized, moving forward. But, as a metaphor for these turbulent times, it falls short." - From Even Eagles Need A Push

Duration: 22 Minutes
Purchase: \$890 +GST
Producer: Mentor Media U.S.A.



Great Minds on Leadership

Inspiring quotes from some of history's greatest leaders set to dramatic music and coupled with classic footage. Let the likes of Winston Churchill, John F. Kennedy, Theodore Roosevelt and Martin Luther King Jr. inspire and motivate you to better leadership through their own words, pictures and video.

A great way to start any meeting or training session, the Great Minds will put your group in the right frame of mind for success.

This DVD video contains quotes from Mark Twain, Winston Churchill, John F. Kennedy, Harry S. Truman, Theodore Roosevelt, Dwight Eisenhower, Franklin Delano Roosevelt, Woodrow Wilson, Martin Luther King Jr. and Vince Lombardi.

See also The Great Minds Series

Each DVD may be used separately or as a complete series (ask about receiving a discount for multiple use).

Duration: 3 Minutes

Purchase: \$390 +GST

Producer: ABC Training U.S.A.

How Great Companies Achieve Extraordinary Results with Ordinary People (A Stanford Executive Briefing)

Challenging the prevailing wisdom that companies must chase and acquire outside talent in order to remain successful, Dr. O'Reilly argues instead that the source of sustained competitive advantage already exists within every organisation. O'Reilly's prescription for an overheated labour market: abandon the obsession with hiring high-priced stars and instead, motivate ordinary people to build a great company and achieve extraordinary results.

Program Highlights include:

- Common assumptions about workers that are totally wrong.
- Why money is a terrible motivator.
- People-centered practices that can double productivity.

Charles O'Reilly III is the Stanford University Graduate School of Business, Frank E. Buck Professor of Human Resources Management and Organisational Behaviour.

Last year, he was a visiting professor at the Harvard Business School. He holds a BS in chemistry from the University of Texas, as well as an MBA in information systems and a PhD in organisational behaviour, both from the University of California, Berkeley. Dr. O'Reilly is the author of Hidden Value: How Great Companies Achieve Extraordinary Results with Ordinary People.

Duration: 52 Minutes

Purchase: \$295 +GST

Producer: Kantola U.S.A.

How You Think Is Everything: the Power of Natural Intelligence

During his seven years in captivity, ex-hostage Terry Anderson developed coping strategies that enabled him to thrive in an extremely difficult environment. Together with acclaimed human intelligence expert Dr. Robert Flower, Anderson teaches skills that empower professionals to succeed no matter what challenges they face.

What sets apart people who achieve their goals from those who don't?

It's arguably the most fundamental and important question trainers should be asking themselves. Because the answer explains why certain individuals and companies succeed.

How You Think Is Everything: The Power of Natural Intelligence is a groundbreaking programme that teaches your employees to focus on goals instead of obstacles, to eliminate habits that stifle innovation and progress, and to focus on what they're doing, not how they're doing. A transformative experience that leaves a lasting impression. It inspires participants to cultivate new ways of thinking that create personal and professional success.

How You Think Is Everything: The Power of Natural Intelligence is based on an uplifting video interview with Terry Anderson, the Associated Press bureau chief in Beirut who was held hostage for seven years, and Dr. Robert Flower, a noted pioneer in the field of human intelligence. Each man shares how he turned difficult challenges into opportunities for growth and developed a philosophy that sees adversity as a stepping stone for personal transformation - concepts that will empower your workforce to excel.

By the end of the session, attendees will be able to:

- Identify their inhibitors and break through them
- Eliminate unproductive emotions and beliefs that stifle productivity
- Use specific techniques for setting goals and attaining them

How You Think Is Everything: The Power of Natural Intelligence is also a powerful compliment to workshops on goal setting, conflict resolution, interpersonal skills, strategic planning, team building, identifying paradigms, and motivation.

"The only thing you can control is your own thinking and your own behaviour. When you understand this and look to yourself, you begin to solve your problems. If you can think clearly about your life, it's going to work." Terry Anderson

Duration: 22 Minutes

Purchase: \$990 +GST

Producer: Workplace Publishing U.S.A.

Innovation at the Verge

Joel Barker has always believed the future is something you create, not something that happens to you. In this bold, **new** programme, ***Innovation at the Verge***, Barker teaches how to create your own future by finding your next innovation. Through stories and examples, you will learn how to combine your ideas with the ideas of others as you meet at the Verge.

For years trainers have come to rely on successfully using Joel Barker training programmes because of their multiple levels of application. Using Innovation at the Verge will be no different.

Here are a few Ideas for application and for training.

CREATIVITY

Teach people to create something altogether new - Use the programme to encourage creativity, dreaming big and pushing people out of their day to day thinking. Use the programme to teach the importance of creating altogether new uses of what they are already doing.

RISK TAKING

Teach people to take risks – This programme does not say play it safe, and is not for those who are set on doing the same thing, hoping for different results. Use the programme to teach people how to take risks and look far outside of their comfort zone to find new ideas.

LEADERSHIP

Teach people how to be imaginative leaders - Use the programme to encourage leaders to see the value of building a diverse team of people with different ways of thinking and solving problems. Help leaders to learn how the best ideas often come from the most unexpected sources.

COMMUNICATION

Teach people how to talk about new ideas – The easiest thing to say is “*No, that wouldn't work.*” Use the programme to teach how to talk about the value of new ideas. Help people to understand how innovations create new options that didn't exist before, enlarging the marketplace.

INNOVATION

Teach people how to find the future - We are facing unprecedented demands for new ideas in energy, health care, education, transportation, housing, just to name a few. Use the programme to teach people how we need to go exploring in places we usually ignore.

Duration: 18 Minutes
Purchase: \$875 +GST
Producer: Starthrower U.S.A.

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Inspirational Leadership (NEW Workplace Excellence Series)

NEW Australian made!

Discover the behaviours, attitudes and strategies of outstanding leaders:

- Lead by example
- Project your passion
- Drive your decisions
- Empower your champions
- Reach your goals
- Give time and respect to your people

Part of the outstanding NEW Workplace Excellence Series of documentary case study programs was filmed in best practice organisations - an online recruitment business, a travel business, an Australian city government and a school. Ideal for managers, teams and staff at all levels.

Duration: 13 Minutes
Purchase: \$450 +GST
Producer: 7 Dimensions Australia

It's A Wonderful Life: Leading Through Service

What a great combination. One of the greatest movies of the century and one of the most respected management thinkers in the world-together for the first time! A revolutionary New programme for management training. Renowned management expert Dr. Margaret Wheatley, author of several best-selling books on organisational behaviour, connects her unique wisdom to scenes from that all-time favourite movie, It's A Wonderful Life. By discovering the positive behaviour of George Bailey, the hero of the movie, and his contribution to his community, trainees will internalise the fundamental ingredients of Servant Leadership and help make your organisation even more wonderful...and successful!

Focus points:

- Encourage Maximum Potential Through Trust & Caring
- Everyone Can Be A Leader Who Serves
- Small Acts Of Kindness Make A Big Impact
- Benefit From Your Natural Impulse To Help
- Create A Legacy By Being Available To Others

Duration: 21 Minutes

Purchase: \$890 +GST

Producer: Advanced Media U.S.A.

Jamies Kitchen Fifteen Lessons On Leadership

"I've gone from being the boy next door to being the bloke with the weight of the world on his shoulders."
(Jamie Oliver)

Jamie Oliver's passion and vision transformed a bunch of unemployed kids into an efficient, organised team, capable of running a first-class London restaurant, Fifteen.

Jamie is a natural and instinctive leader. And anyone who takes on a leadership role can learn a lot from watching him in action. Part of the new two-part Jamie's kitchen training series, Fifteen Lessons on Leadership, demonstrates that leadership is an activity and not a position. Leaders and potential leaders will identify with Jamie's honesty and openness.

The program covers five key learning points backed up by real examples from Jamie's journey:

1. Lead the way

Jamie shows how a good leader makes sure everyone is clear about what is expected of them. He also has a clear vision of where he wants the project to go and can communicate this in a way everyone can understand.

2. Show them how

Jamie is a highly visible leader who sets a great example to his team. He knows that when it comes to leadership, actions speak louder than words. He demonstrates how a good leader is prepared to tackle the unpleasant tasks as well as the pleasant ones.

3. Believe in them

Jamie shows total belief in his team. His positive approach to coaching, always looking for things to praise, really pays off. Even when his team mess up, he gives them the message that they can and will get it right. He is not afraid to delegate.

4. Deal with it

Jamie shows enormous responsibility throughout the project, personally, professionally and financially. He understands that if things go wrong, he – and no one else – will carry the can. His honesty in sharing how this affects him will strike a chord with all leaders.

4. Learn and adapt

Jamie learns continually throughout the project. He learns about himself and about his team, discovering which techniques of leadership work best for each team member. If one way of tackling a problem doesn't work, he tries another.

5. The benefits

- Believable example of a leader in action.
- Positive role model to inspire your audience.
- Will improve skills of both new and existing leaders.
- Pressurised role reflects real life for today's leaders.
- Energetic style will keep audience engaged.

Duration: 25 Minutes

Purchase: \$2000 +GST

Producer: Video Arts U.K.



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Keys to Success in Business

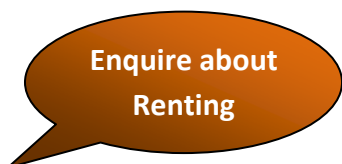
This programme examines ten keys for business success. It focuses on small enterprises which highlight business principles clearly.

The keys examined are:

1. Be innovative
2. Develop a business plan and get advice
3. Manage capital and cash flow
4. Manage resources and records
5. Establish image and reputation
6. Build rapport with suppliers and clients
7. Build strengths and eliminate weaknesses
8. Exercise caution in decisions
9. Update skills and knowledge
10. Work hard and be positive

We meet the young owners of two small businesses and look at how these business concepts are applied in real world situations.

Duration: 29 Minutes
Purchase: \$495 +GST
Producer: VEA Australia



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LALC: Cost Reduction Strategies

Describes how managers and executives can introduce and maintain cost reduction as an organisational process. With Andrew Banks, Australia

Duration: 12 Minutes
Purchase: \$295 +GST
Producer: Ash Quarry- Training Point Australia

LALC: Boardroom Effectiveness

Part of the great selling series LEARNING A LA CARTE.

Boardroom Effectiveness explores what board members can do to ensure maximum contribution to decision making and how to stay in touch. With Stephen Schneider, UK.

This program will give you insight into:

- Relationship dynamics between senior management and the Board.
- Integrating new board members into the business.
- How boards can evaluate their own performance against best practice.
- Key skills and knowledge needed by board members.
- Blocks to boards making high quality decisions.

Duration: 16 Minutes
Purchase: \$295 +GST
Producer: Ash Quarry- Training Point Australia

LALC: Corporate Social Responsibility

Peter Quarry Interviews Ann Sherry, AO (CEO, Carnival Australia)

In this timely program, Ann Sherry, recipient of the Australian Centenary Medal for work in providing banking services to disadvantaged communities, discusses the wider benefits of corporate social responsibility and how to incorporate social responsibility in your organisation.

Key Training Points:

- Understanding resistance
- Finding solutions
- Benefits
- Associated pitfalls
- The process to implement

Duration: 15 Minutes
Purchase: \$295 +GST
Producer: Ash Quarry Training Point Australia

LALC: Creating Powerful Visions

This program describes how visions are dreams that create tension between current and desired states. Learn about the role of leaders to create and communicate a vision to give their people a shared sense of purpose.

Key Training Points:

- The difference between visions, missions and goals.
- Changing and adapting the vision as circumstances change.
- Why the best visions transcend personalities, egos and organisations.
- Writing a meaningful vision statement.
- How to communicate visions.

Duration: 17 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Leadership for Quality Service

Leadership for Quality Service is part of the Learning a la Carte series

Hear from a former Disney executive about how leadership can ensure that high quality customer service is delivered. With Doug Lipp, USA.

This program gives insight into:

- The importance of a strong, consistent service message.
- Empowering front line employees to provide service.
- Maintaining service enthusiasm for the long term.
- The difference between managers and leaders.

Duration: 11 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia



LALC: Leadership in a Time of Change

Leadership in a Time of Change - part of the Learning a la Carte Series

Examines what leaders should be doing in times of rapid, ongoing change and how this differs from earlier leadership approaches. With Professor Dennis Jaffe, USA.

This program outlines the following issues:

- How leadership changes in turbulent times.
- How to let go of the need to control everything.
- How to become an advocate for the group.
- How to influence without authority.
- How to get feedback to develop leadership effectiveness.

Duration: 16 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Managing Growth

This programme is part of the popular interview series, Learning a la Carte.

Principal of one of the fastest growing human resource consulting firms in the Asia Pacific region describes managing growth. With Andrew Banks, Australia.

Duration: Total 14 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Managing Multiple Sites

A major challenge for any growing organisation with multiple outlets is maintaining standards across all sites. In this **new** Learning *A la Carte* programme Psychologist Eve Ash talks with Suzanne Dvorak, Australian Businesswoman of the Year, about some of her successful strategies for managing multiple sites.

The Managing Multiple Sites programme covers issues such as:

- Ensuring **compliance**
- The value of feedback
- The balanced scorecard
- Understanding the financials
- The value of training
- Implementing **360 degree feedback**
- Harnessing **creativity and innovation**

Duration: Total 12 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Outstanding Leadership

This brand **new** *Learning A la Carte* programme is essential in understanding the different facets of leadership and leadership styles. Ann Sherry, CEO of Carnival Australia, has broad leadership experience in both private and public sectors. In this program she debunks some common myths about leadership. She discusses the qualities of good leaders and strategies for developing these qualities in staff. Her reflections reveal that textbook concepts can be misleading and the pathway to success often lies in knowing your organisation and staying true to your passion. **This programme also covers topics such as:**

- Transformational and transactional leaders
- Stereotyping leadership
- Leadership in tough times
- Developing leaders

Duration: Total 19 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Revitalizing After Downsizing

This program describes what happens after the trauma of downsizing. Learn how managers and employees can overcome negative emotions and move positively into the future.

Key Training Points:

- Positive and negative effects of downsizing
- What happens to those left behind?
- Overcoming anger, cynicism and frustration.
- Collaborating to develop a 'story for the future'
- Ensuring alignment throughout the organisation.
- Changing the paradigm of employment.

Duration: Total 15 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia



LALC: Scenario Planning

Learn how to use scenario planning to think about the future, test strategic options and plan the way ahead.

With Dr Peter Schwartz, you will learn:

- What are scenarios and how do you build them?
- How to use multiple scenarios to test strategic options and assess risks
- How to develop scenarios to identify new opportunities.
- Why keeping up to date is so crucial.
- About asking the right questions when thinking about the future

Duration: Total 14 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Senior Management Development

Part of the Learning a la Carte Series

Describes the development needs of senior management and the most effective ways of meeting them. With Professor David Ashton, UK.

This program gives insight into:

- Barriers to senior management development.
- What skills executives need today.
- Ensuring 'comfort with discontinuity'.
- Using peer mentors and other strategies.

Duration: Total 13 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Succession Planning

Peter Quarry Interviews Ann Sherry, AO (CEO, Carnival Australia)

In this program Ann Sherry discusses the purpose and process of succession planning. Successful succession planning provides strength and stability to an organisation, aids staff retention and prepares for future growth and change. This program highlights some of the pitfalls with succession planning and discusses ways to implement a robust process that ensures the development and movement of staff in the right direction.

Key Training Points:

- The importance of succession training
- Steps in succession planning
- Common mistakes
- The boss's favourite

Duration: Total 13 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Sustainable Business

This program examines what environmental sustainability means to companies. What organisations are doing well and which ones are lagging behind? How can we view the shift to sustainability as providing exciting new business opportunities?

Key Training Points:

- Examples of industries at the leading edge of sustainability.
- Measuring progress towards sustainability.
- Sources of resistance.
- Opportunities for new industries, technologies, products and services.

Duration: Total 12 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LALC: Talking Up Your Business

It is essential for an organisation to have an ideal image in the public eye. The projection of this image can fundamentally be seen through the organisation's employees and how they interact in relation to their job.

Carolyn Stafford, author of 'Small Business, Big Brand', discusses the very important tool of **verbal branding**, an undervalued aspect of marketing. This program investigates the way we talk about our jobs and workplaces; and the numerous opportunities that arise in casual interactions to 'talk-up' our company and generate business.

Duration: Total 16 Minutes

Purchase: \$295 +GST

Producer: Ash Quarry Training Point Australia

LEAD with Integrity

A Brand NEW release on Promoting Ethical Conduct

The active, committed leadership of an organisation's managers, supervisors and team leaders is perhaps one of the most critical factors necessary to foster, influence, and sustain a lasting culture of integrity. Using six real-world video vignettes, L.E.A.D. with Integrity teaches organizational leaders how to apply the L.E.A.D. model in the daily task of promoting ethical conduct and ensuring compliance with the law.

This programme features the L.E.A.D. Model:

- L - Listen and watch for what matters most
- E - Encourage openness and honesty
- A - Analyse each situation and take appropriate action
- D - Demonstrate consistent fairness and respect

Learning Point Highlights:

- Demonstrate personal commitment to their organisation's culture of integrity
- Describe the key elements and functions of their organization's ethics and compliance program
- Communicate standards of conduct to employees
- Recognise, reinforce and model ethical and compliant behaviour
- Use the L.E.A.D. model to respond appropriately to "integrity moments"

Duration: 24 Minutes

Purchase: \$1100 +GST

Producer: VisionPoint U.S.A.

Leader Madness

The humour makes the learning points even more memorable in this NEW DVD!

Leadership is a powerful substance that can be easily abused.

The key to using it wisely lies within each of us. This is the message of the entertaining video training program "Leader Madness". The video demonstrates six warning signs of ineffective leadership, showing how seemingly insignificant actions can develop into destructive leadership practices. Each scenario clearly identifies a critical moment of choice when the leader either motivates or alienates a work group. The wrong choices are played out with engaging humour, encouraging each of us to take a fresh look at our own leadership practices.

IDEAL TRAINING FOR:

- Managers
- Supervisors
- Team leaders
- Newly appointed leaders

KEY TRAINING POINTS:

- 1. Allow people to do their jobs**
Beware of doing people's jobs for them. Give them a direction and get out of their way.
- 2. Tell people what they're doing right**
Beware of only telling people what they're doing wrong. Notice what they're doing right and tell them.
- 3. Use your enthusiasm to solve problems**
Beware of addressing real problems with meaningless pep talks. Use positive energy to find solutions.
- 4. Put leadership before friendship**
Beware of placing friendship before work. If you want to be respected as a leader, act like one.
- 5. Take the time to really listen**
Beware of dominating every discussion. Instead, listen more and talk less.

6. **Be an ethical role model** Beware of little white lies. Set the standard by your own behaviour.

Duration: 21 Minutes
Purchase: \$890 +GST
Producer: Video Visions U.S.A.

Joel Barker's Leadershift: Five Lessons For Leaders in the 21st Century

Without a doubt over the last century we have made great strides toward our future. Now, however it seems that the future is here, and the question we must ask ourselves is this: who will lead us during the next one hundred years?

Joel Barker believes that the answer is simple. We all must take responsibility for leading our families, our organisations, our communities, and ourselves to a better place in the 21st century. So how can we prepare to lead? And how will our leadership skills need to grow to handle the complexities of the future?



The goal in "Joel Barker's Leadershift" is to help you understand not only the fundamental shifts occurring in the nature of leadership but why these shifts are happening. Only by understanding and appreciating these shifts will you be able to lead, grow and prosper in the future.

This program is designed to help you become a more effective leader. Upon completion, you'll be better able to engage your followers, direct their enthusiasm, and inspire them to strive for their best. As a result, your group will be more likely to achieve their goals - whether they include boosting test scores, increasing sales or passing new legislation.

Key Training Points:

- The definition of a leader in the 21st century.
- The characteristics of a leader.
- The ways in which leadership is like building a bridge to the 21st century.
- Focus the majority of your efforts on the future.
- Understand the nature of fundamental change.
- Appreciate complex systems and how they work.
- Examine your leadership style to see how it affects productivity.
- Create shared vision to build bridges to the future.

Duration: 31 Minutes
Purchase: \$990 +GST
Producer: Starthrower U.S.A.

Leadership in Action: Training Point Leadership Series 1

This new Australian-made release examines the difference between management and leadership. Leaders in the workplace are often managers and supervisors, but they can be found at all levels within an organisation. This programme investigates leadership traits and explores strategies for enhancing leadership potential. Participants are encouraged to reflect on their own behaviour and to consider personal development pathways. This programme will benefit decision-makers, managers and team leaders and those aspiring to leadership roles.

Primary Learning Points include:

- Examines the differences between management and leadership
- Explores the qualities of effective leaders and strategies for enhancing leadership potential

Includes a comprehensive Leader's Guide and Participant Workbook

Duration: 13 Minutes
Purchase: \$395 +GST
Producer: Training Point Australia

Leadership Is...

Capsule 1 of the MILLENNIUM - Leadership Capsules for the 21st Century Series.

As organisations move into the new millennium, they are experiencing change at an unprecedented rate. These leaner, reengineered organisations face critical challenges in facilitating the learning necessary for their employees to keep ahead.

Managers, supervisors and team leaders, whether new to their positions or with years of experience, are under pressure to come to grips with the skills needed to lead their organisations into the next century. **MILLENNIUM - Leadership Capsules for the 21st Century** is a powerful new resource to help them meet these challenges.

Capsule 1 - Leadership Is... is the overview module. Here we explore the language and concepts of leadership. Topics include: What is a leader? Leadership and management. Who can be a leader? Becoming a leader. Leaders and followers. Why lead?

Series Objectives:

MILLENNIUM - Leadership Capsules for the 21st Century is a 7 part training series 7 designed to assist managers, supervisors and team leaders in their efforts to draw a bridge between the management skills they need and the leadership concepts their organisations are embracing. (Each capsule is 15 minutes duration.)

Duration: 15 Minutes
Purchase: \$750 +GST
Producer: QMR - U.S.A.

Leadership Style

The choice of appropriate management style forms the basis of almost every management action. This program resource focuses on the key issues of style and the appropriateness of different leadership styles to different people and different situations.

The first message of the program is that management style needs to be appropriate. Most managers have a preferred management style. Some are naturally more autocratic or democratic. But the message of this training resource is that a mixture of different styles is the key to successful leadership. Leadership style affects almost everything managers do.

Crisis situations may require the manager to take total control of events and in such circumstances exerting full authority may be necessary and appropriate.

At the other end of the scale, the manager may allow his or her people to play a full, participative role. By consciously moving right away from the authoritarian end of the scale and allowing people freedom of action, the manager can help his or her people to develop and seize opportunities for coaching.

Managers need to consider whereabouts on the scale they need to be in terms of leading their people. Usually the appropriate style is somewhere in the middle of the two extremes. This resource shows managers how to take the relevant factors into consideration.

The second message of "Leadership Style" is that styles of leadership will pass along the line throughout an organisation as people consciously or unconsciously copy the behaviour they believe is expected of them - whether or not is appropriate.

In the case study, Ian learns that successful leadership is not simply a question of copying a specific style. When he tries to adopt the style his boss has used with him, he is unsuccessful. His boss, Derek, helps him to realise that it is necessary to vary his leadership style. We see how the style which is effective in one situation and with a certain group of people may well not work given a different situation and another group of people.

Key Training Points:

- Why it's important for managers to be conscious of their preferred leadership style.
- How to vary leadership style and why.
- The range of leadership styles available.
- Understanding that leadership style is infectious and affects the overall climate and culture of an organisation.

Duration: 33 Minutes
Purchase: \$1500 +GST
Producer: Fenman U.K.

Enquire about
Renting

Leadership Reach for the Stars

In this innovative programme, Apollo 11 astronaut Buzz Aldrin teaches employees that everyone has the potential to develop into a consistent and effective leader by learning the right set of characteristics and behaviours — and by reaching for the stars. Employees are encouraged to explore the possibilities and visualise what might be, evaluate expectations, build commitment and develop trust.

KEY LEARNING POINTS

- Defining Leadership
- Leadership characteristics
- Maintaining leadership

Duration: 20 Minutes
Purchase: \$990 +GST
Producer: Coastal U.S.A.

Leadership: What's Trust Got To do With It?

What can leaders do to regain trust? This video provides realistic methods for rebuilding trust and re-establishing employee involvement. "LEADERSHIP: What's Trust Got To Do With It?" tells the story of a team leader who learns that trust is the foundation of leadership. Using three trust building behaviours: openness, credibility and trusting others, he gradually regains the trust and active participation of his work team.

Rebuilding trust, as demonstrated in the video, requires time and consistency. As Sid, the video's mentor says, "Trust is like money. It's tough to get and easy to lose." And without trust, leadership is not possible.

KEY TRAINING POINTS:

- How a leader's behaviour influences the success of a work group.
- Effective leadership practices including:
 - Don't dictate; facilitate
 - Be honest and ethical
 - Let people do their jobs
 - Focus on the positive
 - Use mistakes as opportunities
 - Be inclusive

Duration: 19 Minutes
Purchase: \$890 +GST
Producer: Video Visions U.S.A.



Leading the Way: Negotiating with Influence & Persuasion

This brand new programme is designed to teach participants how to move people forward to a specific business outcome using influence and persuasion. We are constantly challenged every day to influence people on all kinds of matters - this course can show you effective behaviours to accomplish these changes.

- Recognise that building relationships is key to influencing others
- Illustrate that influence is not about power, but about tactfully gaining people's support and commitment
- Help participants identify and effectively use the four types of questioning techniques to facilitate negotiations
- Demonstrate how to gain people's support and commitment with the help of five key strategies
- Explain how to transform confronting interactions into collaborative problem-solving conversations

Duration: 23 Minutes
Purchase: \$990 +GST
Producer: Edge Training U.S.A.

Legacy: The Kouzes & Posner Leadership Challenge 20th Anniversary DVD Collection

THIS SIX-PACK COLLECTION IS GREAT VALUE FOR MONEY!

The **Leadership Challenge CLASSIC Video Collection** is a comprehensive anthology of the *Kouzes & Posner* training videos.

Included in the collection are the following videos:

The Leadership Challenge (First Edition and Revised Edition)

- The most trusted resource on becoming a leader. The authors' central theme remains "Leadership is Everyone's Business" supports their "five practices" and "ten commitments" theories that have been proven by hundreds of thousands of dedicated, successful leaders.

Encouraging The Heart - While many people assume that money is a key motivator, Kouzes and Posner clearly show that personal, heart-felt appreciation is the ultimate incentive. The DVD is filled with examples of managers helping others believe in themselves, celebrate their uniqueness, and discover their own value.

Credibility Factor: What Followers Expect from Leaders - Kouzes and Posner look at leadership from

the perspective of those being lead and examines the importance of leader credibility.

Credibility - Kouzes and Posner explain why leadership is above all a relationship, with credibility as the cornerstone. They show how leaders can encourage greater initiative, risk-taking, and productivity by demonstrating trust in employees and resolving conflicts on the basis of principles, not positions.

Part 1: How Leader's Gain and Lose It
Part 2: Why People Demand It

Leadership In Action - Contains the fundamental message that leadership is simply a set of skills that anyone can learn.

Duration: Total 150 Minutes
Purchase: \$1600 +GST
Producer: John Wiley U.S.A.

Lessons From Geese

This moving and stimulating program will give your conference or training session a whole new impetus. In just over two minutes it teaches five key lessons for every team in a moving and musical way. Against the musical background of 'Groovin with Mr Bloe', it shares dramatic footage of geese flying in formation to provide insights into the five lessons from geese. Use this program as a motivational starter or closer at any corporate gathering. Use its principles as the foundation in a team building session. Use it over and over with every group in your organisation. It will lift the mood and help you develop commitment to peak performance, both within individuals and teams.

Key Training Points:

- People who share a sense of community can help each other get where they are going more easily
- If we have as much sense as geese we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others
- It pays to take turns doing the hard tasks. We should respect and protect each other's unique arrangement of skills, capabilities, talents and resources.
- We need to make sure our honking is encouraging. In groups where there is encouragement, production is much greater. Individual empowerment results from quality honking.
- If we have as much sense as geese we will stand by each other in difficult times as well as when we are strong.

Duration: Total 2 Minutes
Purchase: \$595 +GST
Producer: Training Point Australia

Managing Change

The NEW WatchIT range of programmes offers superb education for business and IT professionals. This is done by featuring the experience of real world experts sharing their knowledge. Each title in this range is a high quality production and by playing the CD Rom, the viewer can click through to relevant websites, articles, case studies and key documents related to the subject. A complete glossary of terms and full transcript also included on every CD Rom.

Each programme may be purchased as a CD Rom, as a DVD or as a combination of both. The price listed here is for a combination of both, allowing you easy access for yourself and your colleagues.

Altering the status quo and implementing change requires that people go through both process adjustments and also a progression of psychological stages. In this programme, Hellen Davis, President and CEO of Indaba, explains how to use change models to lead people through change, while increasing productivity, sustaining morale, and reducing potential negative impacts of the changes. Davis starts by taking a look at the 20-50-30 rule for change, and then explains how to communicate an effective statement of expectations. She continues with a description of the NewS DoG model, a precise blueprint for influential communication. Next, Davis explores the Perceptual Prism model, and continues by discussing Maslow's Hierarchy of Needs and how to use it. Finally, she examines the change journey and formulates a strategy to move employees through the ten psychological phases of the Transitional Timeline model. New Web links, white papers, and other multimedia resources update one of the most requested programs.

By watching this programme, you will learn how to:

- Encourage and motivate colleagues so that they see the possibilities and benefits of change;
- Facilitate problem-solving to further the progress of the corporate vision; and
- Empower employees toward higher levels of commitment by focusing on strengths, past accomplishments, and their immediate roles within the company.

Purchase: \$790 +GST
Producer: Watch It U.S.A.



Once Upon a Leader

Imagine powerful leadership training that is serious fun! This animated video turns a set of familiar fairy tales into a journey of epic proportion. Memorable characters explore key leadership principles (truth and integrity, maximizing diversity, vision and foresight, focusing on the goal) with the power to turn leaders into legends. The video, discussion and follow-up activities provide a unique experience for organisations interested in a fresh approach.

Learning Point Highlights:

- Present serious leadership concepts in an entertaining yet powerful format
- Explores the notion of what it takes to become a legendary leader
- Inspires recognition and support for timeless leadership values

Duration: Total 17 Minutes
Purchase: \$890 +GST
Producer: VisionPoint U.S.A.

People Skills Series

This highly successful library of 20 videos has won 13 international awards for excellence and creativity. The People Skills Training System provides a complete communication curriculum.

The series is divided into five communication categories:

1. Personal Effectiveness
2. Team Skills
3. Core Communication Skills
4. Leadership Skills
5. Handling Difficult Situations

Programme 1: Winning First Impressions (10 mins)

You don't get a second chance to make a first impression. Learn why first impressions are so important. Discover how to give a positive impact whether you are going for a job interview, making a sales call, receiving a visitor at the reception desk or dealing with customers.

Programme 2: Empowering Yourself (11 mins)

Too many people in organisations wait for instructions, advice, guidance and permission to do things. Don't wait to be empowered, empower yourself! Learn the mindset changes that will result in more initiative, better problem solving, willingness to learn and confidence to speak out.

Programme 3: Being Assertive (17 mins)

Learn the difference between being aggressive, non-assertive and assertive. Discover effective ways to handle an angry customer, an unreasonable boss, a pushy salesperson, a bullying workmate or an unfair

partner. Minimise stress, get results and feel good about yourself.

Programme 4: Influencing Others (11 mins)

Within organisations people at all levels are needing to rely more on personal persuasive skills to get things done rather than on authority and formal power. Learn five influencing styles and the different situations in which to apply them.

Programme 5: Presenting to a Group (14 mins)

You can immediately improve your presentations, ensuring you never fail to inform or motivate. Learn the six factors essential to making a successful business presentation.

Programme 6: Managing Meetings (15 mins)

Learn to control meetings, keep to time and ensure outcomes are achieved. Gain a powerful formula for leading discussions in the boardroom, in the training room or even in the tea room.

Programme 7: Team Building (12 mins)

For a team to be effective in what it does, and how it does it, five key characteristics must be present. Discover what these characteristics are and how to build a successful team.

Programme 8: Communicating in a Team (10 mins)

Learn how to accept and benefit from the differences in team members' backgrounds. Discover the traps to avoid when participating in team meetings and how to ask for specific performance feedback to ensure continuous improvement.

Programme 9: Explaining Clearly (12 mins)

Whether conveying information, giving instructions, coaching or selling, the ability to explain clearly is a core communication skill. Learn the three essential steps for this skill to avoid misunderstandings and mistakes.

Programme 10: Effective Listening (11 mins)

Learn the five key skills of effective listening - show interest, focus on the key issue, summarise and check, listen for the common thread and explore feelings.

Programme 11: Communicating without Words (12 mins)

Discover the five main ways in which people communicate non-verbally. Use this program as an introduction to body language - how to interpret it and how to respond. Increase your awareness of your own body language and that of others.

Programme 12: Interviewing (12 mins)

Learn the communication and questioning skills that will get you the high quality information you want, whether you are interviewing, researching,

investigating or just wanting to find out what's going on.

Programme 13: Coaching on the Job (16 mins)

This five step coaching technique will ensure that new tasks are clearly explained, understood and learned.

Programme 14: Productive Counselling (12 mins)

Discover the major trap managers, team leaders and others fall into when counselling. Learn the difference between advice style and question style counselling. Find out techniques that will help when handling an unmotivated employee or gaining commitment for improved performance.

Programme 15: Empowering People (14 mins)

Uncover the secrets of how to get people motivated to take more initiative, be more responsible and reach their potential.

Programme 16: Dealing with Conflict (12 mins)

Conflicts at work waste an enormous amount of time and energy. In this video see practical examples of five different styles of dealing with conflict. Discover your own natural style of handling conflict.

Programme 17: Mediating Disputes (25 mins)

Learn a step-by-step method for resolving disputes, personality clashes and other conflicts.

Programme 18: Handling Difficult People (14 mins)

Learn practical skills to deal with the know-all, the aggressive person, the joker, the complainer and the dodger.

Programme 19: Discipline Interviewing (12 mins)

Disciplining poor performers should be done fairly and with adequate preparation and documentation. Learn the six key elements to ensure a constructive outcome and avoid legal or industrial problems.

Programme 20: Giving Bad News (12 mins)

It is always difficult to communicate bad news. Redundancies and terminations are the hardest but there are also budget cuts, restructuring and changes to roles and responsibilities. Learn the three essential steps of communicating bad news effectively to minimise conflict and trauma.

Purchase: \$6600 +GST

Producer: Ash Quarry Training Point Australia



RAPID Skill Builder - Leadership

Although many leadership models and theories exist, most agree that effective leaders share a number of characteristics.

Successful leaders:

- Hold a strong set of values and have the ability to understand people's feelings
- Can see possibilities and potential that are often invisible to others
- Can describe a vision of the future and illuminate paths to get there
- Encourage creativity, innovation and lateral thinking
- Enable individuals, groups or teams to manage personal change and reach for higher goals
- Guide people's relationships with one another
- Continually "walks the talk", while listening and learning along the way
- Will often have extraordinary strength and persistence

The good news is that these abilities can be developed. This Skill Builder focuses on understanding these characteristics and what you can do to build your skills in order to become a more effective leader.



ABOUT THE RAPID SKILLS BUILDER SERIES

"Bite-sized learning for building practical skills FAST!"

The NEW Rapid Skill-Builder series of video-based training programmes offers a new and exciting way to equip individuals for more effective performance in their current role, or to prepare them for success as they move into management or leadership roles.

Built around an extremely practical video-programme with an expert leadership training facilitator, the Rapid Skill-Builder modules describe best practice in the topic area, and then model the skills through video vignettes, showcased in real workplace situations.

There are now 30 topics in the series, 10 of which have just been released.

Each topic in the Rapid Skill-Builder series operates in the same way with a number of elements for both the facilitator and the participants. Each package includes:

1 DVD Programme (around 20 minutes in length)

The DVD programme on disc 1 provides around 20 minutes of explanatory material in four sections (although the disc can be paused at any stage according to facilitator or participant needs). It also

contains a number of dramatised vignettes, each with an inadequate or negative response, then again with a positive or more suitable response. These aim to practically illustrate skills that have been described in theory. There are a number of sections introducing and discussing the topic, and the DVD ends with a summary of the main points.

1 copy of the 42-page Facilitator's Guide

The Facilitator's Guide contains information for the facilitator to use in preparation for and during the training itself. There are scripts of the video scenes, discussion topics to raise (and suggested responses), group exercises, and further background to the topic.

10 copies of the 12-page Delegates' Workbook

The 12-page Delegates' Workbook provides program participants with an overview of the topic in six stages. These six stages correspond to the model used in the Action Template shown on the back page. This resource can be easily read ahead of or during a workshop session by participants and also serves as a convenient ready-reference guide to take away after the workshop is over. Additional Workbooks can be purchased from Matrix Plus.

1 CD containing Presentation Material

Accompanying the DVD is a 16/17 slide presentation in Flash format that summarises key points from the DVD. The Facilitator's Guide has a number of exercises in which participants can engage. The presentation is scripted for facilitators so that even inexperienced trainers can use the material with minimal level of knowledge and preparation.

1 CD with additional resources and a PowerPoint presentation

10 'cue-cards' for participants to take away

These small, pocket-sized colour cards containing all the theories and models discussed in the training session, so that your participants can take away the key points and refer to them at any time. Additional Cue Cards may be purchased from Kroon Training Services

Purchase: \$1300 +GST

Producer: Team Publications & Worldwide Centre for Organisational Development U.S.A.

Enquire about
Renting

So HELP Me (Supervisor Version)

How do supervisors affect customer service? We all know that frontline service people directly impact customer satisfaction. But we don't often look at how much a supervisor's behaviour influences the service a customer ultimately receives.

“So HELP Me” (Supervisor Edition) takes a fresh look at customer service by showing the direct connection between a supervisor's behaviour and the way employees treat customers. When employees are listened to, respected, and encouraged, they will do the same for their customers. Supervisory behaviours that promote excellent service include: telling people what they're doing right, helping employees find solutions, focusing on people rather than numbers, empowering people to do their jobs, and turning mistakes into opportunities for growth.

“So HELP Me” (Supervisor Edition) demonstrates supervisory practices that facilitate excellent customer service. The result is not only a better service provider, but also a loyal and satisfied customer.

IDEAL TRAINING FOR:

New and Experienced Supervisors and Managers in all Service Industries will benefit from this program.

KEY TRAINING POINTS:

- **Tell people what they're doing right**
That good feeling will get passed on to your customers.
- **Help employees find solutions for customers**
Take the time to help employees work within policy to solve customer problems.
- **Focus on people, rather than numbers**
When employees feel that you care about them, they're far more motivated to care about your customers.
- **Empower people to do their jobs**
Employees will feel that they have the responsibility – and the power – to solve customer problems themselves.
- **Turn mistakes into opportunities for growth**
Dealing with mistakes privately is a perfect opportunity for individualized training

Also available- EMPLOYEE EDITION

Duration: Total 18 Minutes
Purchase: \$890 +GST
Producer: Video Visions U.S.A.



Stephen Covey On Leadership

Stephen Covey On Leadership: Gaining New Insights on Leadership

Does personal leadership play a role in an organisation's success? Dr. Stephen Covey, internationally respected leadership authority, lends his insights to this memorable program. Covey's thought-provoking ideas and other famous quotes share the screen with workplace scenes and images of nature's beauty, all gracefully enhanced by music. This inspiring short program (including discussion guide) is ideal to kick off or close any leadership development event.

Duration: Total 6 Minutes
Purchase: \$390 +GST
Producer: VisionPoint U.S.A.

Successful Leadership

Part of the Creating High Performance Workplace Series, which provides an holistic solution for organisations facing increased accountability, downsizing or workplace stress, corporatisation, globalisation or an IT makeover, to change and achieve success.

This series will help CEOs, managers, consultants and team leaders to develop skills and strategies for creating a high performance workplace. Learn how to promote success tools such as benchmarking, balanced scorecard and key performance indicators and communicate and promote change on a world-wide basis.

Successful Leadership helps identify and improve your six skills of leadership:

1. Develop Trust
2. Be a Motivator
3. Show competence
4. Be Supportive
5. Provide direction
6. Empower Others

Duration: Total 14 Minutes
Purchase: \$550 +GST
Producer: Ash Quarry Training Point Australia

TAT: Leadership

What are the characteristics of effective leaders? What does the research say about what followers expect in their leaders? What are the essential leadership behaviours required in today's workplace? This program answers all these questions and more.

Duration: Total 17 Minutes
Purchase: \$295 +GST
Producer: Ash Quarry Training Point Australia

The Eagles Secret

Using stories, illustrations and stimulating visual metaphors, author David McNally takes us on a journey of discovery that reveals the Eagle's Secret. He describes and demonstrates the five characteristics of thrivers and shows how they will empower anyone to soar like an eagle and reach the high places in the exciting world of the new millennium. The programme will prove useful in a decade of turmoil and downsizing, re-engineering, take-overs and mergers rippling through almost every business and industry. With many people suffering battle fatigue this video will motivate people to move forward with purpose in their personal and professional lives.

Key Learning Points:

- The difference between surviving and thriving
- The Eagle's Secret: The Five Characteristics of Thrivers
- Thrivers assume personal responsibility
- Thrivers contribute value
- Thrivers build trust
- Thrivers are forever learning
- Thrivers never give up
- The destiny of Thrivers

See also Even Eagles Need a Push.

Duration: Total 23 Minutes

Purchase: \$890 +GST

Producer: Mentor Media U.S.A.

The Exceptional Leader (A Stanford Executive Briefing with Jack Zenger)

Action Steps for Leadership Formation

- How to establish a leadership development plan that actually works.
- Why being allowed to make mistakes is critical to becoming a great leader.
- The differentiating attributes of extraordinary leaders: walking the talk, communicating powerfully, thinking strategically and connecting with the outside world.

Empirical data shows a distinct correlation between quality of leadership and business performance. Effective leaders are therefore critical to the success of any enterprise. Yet, seventy percent of Fortune 100 executives recently surveyed admitted their companies had insufficient bench strength to carry them into the next decade. How can leaders be found to fill this gap? While formal leadership development programs have often failed to achieve measurable results, Jack Zenger believes that average managers can develop the specific traits shared by exceptional leaders-traits that improve retention, customer satisfaction, employee engagement, and bottom-line profitability. Based on the best practices of leading organizations, Zenger

defines these characteristics, and offers ten specific recommendations proven to enhance leadership development.

Jack Zenger has authored or co-authored six books including "Results-Based Leadership" and "Handbook for Leadership." He received an MBA from UCLA and a PhD from the University of Southern California. Zenger has taught at USC and served as an adjunct faculty member at the Stanford Graduate School of Business.

Duration: Total 52 Minutes

Purchase: \$295 +GST

Producer: Kantola U.S.A.

The Extraordinary Leader

It is designed to help leaders shift their way of thinking about leadership from the conventional idea that leaders are born, to the fact that anyone can be a great leader. Two of the most **preeminent thought leaders on leadership development, Jack Zenger and Joseph Folkman**, collected solid, quantitative data from an extensive scientific analysis of 25,000 real world leaders. They concluded that leaders who just move from "good" to "a little bit better" don't make much of a difference. It's not until one becomes a "great" leader that there will be a significant impact. To support this conclusion, the video explains five key strengths that an extraordinary leader must possess and how extraordinary leaders combine these strengths to produce exponential results.

Learning Point Highlights:

- Articulates the significant difference between average and extraordinary leaders
- Defines 16 competencies of high performing leaders
- Helps leaders assess their strengths and avoid fatal flaws

Duration: Total 25 Minutes

Purchase: \$1100 +GST

Producer: VisionPoint U.S.A.

3 Easy Ways to Order

By email...

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PO Box 339

JOONDALUP WA 6919

By phone...

(08) 9304 8214

The Five Communication Secrets

The New How-To DVD Reveals the Communication Secrets That Swept Obama to the Presidency

Renowned communication coach teaches viewers how they can use the techniques of Obama's speaking power.

The DVD uses video examples of President Barack Obama's most memorable speeches to illustrate five essential secrets of effective public and personal communication. Internationally acclaimed communication analyst and coach Richard Greene hosts the DVD and instructs in the system of techniques he created, The 5 Secrets of Effective Communication.

The new DVD contains a series of lessons that teach people how to use the same communication techniques that President Obama employs and, by doing so, to enhance both their workplace and personal relationships.

The Time Is Now...

The current difficult economic conditions have created unbelievable stress for people, in their professional lives and their personal relationships. It's more important than ever for them to be able to communicate effectively, both to stand out in the workplace and to better deal with contentious situations at home. I believe that by learning and applying these five secrets, people can dramatically advance their careers and improve personal interaction. Richard Greene

Duration:
Purchase: \$750 +GST
Producer: DTM U.S.A.

The Goal: How-To Version

The Goal: The How-To Version Based on the best-selling business book, 'The Goal', by Eli Goldratt.

If you are charged with rallying employees behind the concepts of quality and continuous improvement, this programme will put you well over your goal. An engaging "how-to" drama, this video not only demystifies corporate buzzwords like 'standards'; and 'benchmarking' but also shows how your company can be run with efficiency and humanity.

Like the outstanding business book upon which it is based, The Goal is the story of how manager Alex Rogo uses principles like 'bottlenecks', 'throughput', and the 'theory of constraints' to transform his mediocre division into a money-making machine. Alex and his team gradually reject the common 'nonsense' measurements they had been using to measure productivity and discover a commonsense approach to improving the company's bottom line.



- Identify and eliminate system bottlenecks
- Measure the viability of new ideas
- Rally your team behind the improvement process
- Revisit the entire process to facilitate ongoing improvement

Duration: Total 12 Minutes
Purchase: \$990 +GST
Producer: Coastal U.S.A.

The Leader

Great Motivational quotes on the topic of leadership!

Perfect for opening your training session, speech or presentation...and cementing your message and making it a memorable one! This inspirational video will "open the minds" in your audience and generate creative and thought-provoking discussion on the topic of leadership. As the quotes float by on screen, they'll help inspire, motivate and "warm up" your audience.



Use to open, close or break up a meeting, conference or training session.

Duration: 5 Minutes
Purchase: \$390 +GST
Producer: Coastal U.S.A.

The Leader as Coach

Capsule 2 of the MILLENNIUM - Leadership Capsules for the 21st Century Series.

As organisations move into the new millennium, they are experiencing change at an unprecedented rate. These leaner, reengineered organisations face critical challenges in facilitating the learning necessary for their employees to keep ahead.

Managers, supervisors and team leaders, whether new to their positions or with years of experience, are under pressure to come to grips with the skills needed to lead their organisations into the next century. **MILLENNIUM - Leadership Capsules for the 21st Century** is a powerful new resource to help them meet these challenges.

Capsule 2 - The Leader as Coach investigates the coaching skills which are vital to any organisation's learning and success.

Topics include: Coaching in the 21st century organisation. What does a coach do? Effective coaching. Who can coach whom? The leader as coach.

Series Objectives:

MILLENNIUM - Leadership Capsules for the 21st Century is a 7 part training series designed to assist managers, supervisors and team leaders in their efforts

to draw a bridge between the management skills they need and the leadership concepts their organisations are embracing. (Each capsule is 15 minutes duration.)

Duration: 15 Minutes
Purchase: \$750 +GST
Producer: QMR U.S.A.

The Leader as Mentor

Capsule 3 of the MILLENNIUM - Leadership Capsules for the 21st Century Series.

As organisations move into the new millennium, they are experiencing change at an unprecedented rate. These leaner, reengineered organisations face critical challenges in facilitating the learning necessary for their employees to keep ahead.

Managers, supervisors and team leaders, whether new to their positions or with years of experience, are under pressure to come to grips with the skills needed to lead their organisations into the next century. MILLENNIUM - Leadership Capsules for the 21st Century is a powerful new resource to help them meet these challenges.

Capsule 3 - The Leader as Mentor. In the fast changing world of the new organization, mentoring has become essential for preserving and passing down the history, culture and experience senior managers have accumulated. Topics include: Mentoring in the 21st century organization.

What does a mentor do? Effective mentoring. Getting started. The leader as mentor.

Series Objectives:

MILLENNIUM - Leadership Capsules for the 21st Century is an 8 part training series (7 parts outside the US) designed to assist managers, supervisors and team leaders in their efforts to draw a bridge between the management skills they need and the leadership concepts their organizations are embracing. (Each capsule is 15 minutes duration.)

Duration: 15 Minutes
Purchase: \$750 +GST
Producer: QMR U.S.A.

The Leadership Challenge (Revised Edition)

Once again, leadership experts *James Kouzes and Barry Posner* bring their exceptional skill to the fore with this newly revised edition of their classic, **The Leadership Challenge**. From its initial launch to the present, **The Leadership Challenge** has proven to be a groundbreaking model for anyone interested in leadership training. It is an illuminating, yet nuts-and-bolts look at human interaction and success.

Extensive research and analysis led Kouzes and Posner to identify five practices common to all great leaders, and to publish their findings in what has become a

best-selling book of the same name. Taught in college and university undergraduate, graduate and executive courses around the globe, it is an excellent curriculum for increasing trust, efficiency and productivity, whether in the classroom, boardroom, factory or community.

Viewers will observe the actions of leaders as varied as a Farm Credit Services vice president revamping a department; a Stanford University student development director preparing students for community service; the CEO of newly merged and morale-burdened Sinai-Grace Hospital turning things around; a RenGen CEO empowering a committee of workers to choose a new employee health insurance plan; and a senior manager at FedEx exploring how to keep staff excited and interested. Each of these remarkable leaders moves structures, staff - and themselves - from ordinary to extraordinary.

They do so by putting into action the five Leadership Practices:

1. Modelling the way
2. Inspiring a shared vision
3. Challenging the process
4. Enabling others to act
5. Encouraging the heart

Our world has changed and so has this best-selling training. It is a must-have instructional tool for any organisation wanting to meet the challenges of today's marketplace. Order it today and take **The Leadership Challenge** for your organisation.

See also - Legacy: The Leadership Challenge 20th Anniversary DVD Collection!

Duration: 26 Minutes
Purchase: \$990 +GST
Producer: John Wiley U.S.A.

The Leadership Pickles

A FUN and
INSPIRATIONAL new
training video on
leadership with BOB
FARRELL



What Bob Farrell did for customer service in the run away hit **Give `em the PICKLE!**, he's doing again for leadership with **The Leadership Pickles!** A fun and exciting new programme, **The Leadership Pickles!** combines Bob's passion for serving others with powerful leadership stories to create a memorable and motivating message for leaders of all kinds.

What defines a leader? According to Bob Farrell...

"Leaders are those who SERVE the people who SERVE the customer."

Just as customers need pickles - those special things you do for them to keep them coming back - your employees need their pickles too. They want and need certain things from you as their leader. If they get them, they'll follow you and achieve great things. If they don't get their leadership pickles, their belief and respect for you as a leader may begin to slip.

Being in leadership is a tough job. It requires you to be the best you can be. **The Leadership Pickles!** will inspire you to give your employees their leadership pickles!

Add **The Leadership Pickles** to your training library. With fun and clarity, you can introduce what it means to be a leader to new supervisors and managers as well as reinforce the basics of true leadership for the rest of your management team.

Managers will walk away with a simple and clear idea of what it means to lead and how to apply what they've learned to their teams. Don't be surprised if you find your managers spreading enthusiasm, instilling confidence and demonstrating integrity to degrees not seen prior to your implementation of **The Leadership Pickles**.

Duration: 16 Minutes
Purchase: \$890 +GST
Producer: Media Partners U.S.A.

The Leadership/Management Mix

What makes a good manager? What makes a good leader?

Is leadership just a fashionable name for management or are the skills of leadership distinctly different? If leadership is different, what's the best mix of management and leadership for your job? In these challenging times getting it right is even more vital.

The Leadership / Management Mix helps you gain a better appreciation of what it takes to be more successful as a manager and leader. The realistic video engages you with the issues; the supporting materials, written by experienced trainer Larry Reynolds, help you apply the ideas to your own circumstances.

Subject areas

- people management skills
- leadership skills
- the management / leadership mix
- Key Learning Points
- setting targets
- reviewing progress
- motivating and developing
- articulating a vision
- inspiring commitment
- challenging the status quo

Who for?

- managers, team leaders and supervisors at all levels

Style

- engaging realistic workplace drama
- 'chapter' structure with good and bad examples of management and leadership in action
- detailed training notes and resources for group training
- workbook with questionnaire for self-study and use in groups

Duration: 18 Minutes
Purchase: \$990 +GST
Producer: Supernova U.K.

The Mastery of Speaking as a Leader (A Stanford Executive Briefing)

Today's leaders must connect with their audiences in substantive ways that go far beyond the giving on information. This environment requires that people be committed to action, not merely to change. **Terry Pearce** explores and demonstrates ways in which a leader can elevate a public speech into a more powerful and ultimately productive experience for the speaker and the listener.

Program Highlights include:

- Reaching both the minds and hearts of an audience.
- A leader's road map for finding and using your voice to inspire others to take committed action.
- The critical need for authenticity in public speaking.

Terry Pearce's career includes 17 years with IBM as an innovator on the cutting edge of marketing. He then spent five years in private diplomacy to the Soviet Union, where he pioneered U.S. business activities in Moscow. He currently serves as director of the Social Marketing Project for the Institute for the Study of Social Change at the University of California in Berkeley, where he also lectures. His book *Leading Out Loud* was honoured as one of the "Best 30 Business Books of 1995" by Soundview Executive Book Summaries.

ABOUT THIS SERIES:

Filmed on the Stanford University campus, these lectures bring to you some of the best and brightest minds of our era.

Every month great minds come to Stanford campus to speak at the Stanford Executive Briefings breakfasts. If you were not one of the fortunate few to attend these presentations, you can still benefit from the knowledge shared by owning your own copy of the lecture.

Use these programmes to enhance your own understanding of business issues, and share them with your staff to stimulate and motivate your team.

Duration: 51 Minutes
Purchase: \$295 +GST
Producer: Kantola U.S.A.

The New Business of Paradigms Classic Edition 2E

One of the all-time best selling training programmes - if you haven't seen it you should!

Organisations need to innovate and change in order to survive. So why are so many people afraid of it?

How do you help people open themselves up to change? Joel Barker's monumental training programme, **The New Business of Paradigms**, explains how the rules we live by can limit our ability to innovate and be creative. In example after example, Joel demonstrates how thinking differently is necessary for us to grow as organisations and as individuals.

The New Business of Paradigms is sold as two videos in one! **The Classic Edition 2E** is a remake of the best-selling original. **The 21st Century Edition (18 minutes)** has all new stories and examples to illustrate recent paradigm shifts.

The New Business of Paradigms encourages viewers to take risks and recognize the benefits of finding new answers to old questions.

Duration: 26 Minutes
Purchase: \$990 +GST
Producer: Starthrower U.S.A.

The Stanford Executive Briefings (overview of complete series)

Filmed on the Stanford University campus, these lectures bring to you some of the best and brightest minds of our era.

Every month great minds come to Stanford campus to speak at the Stanford Executive Briefings breakfasts. Speakers are leaders in their field and are noted for their ability to provide both innovative solutions and practical advice for the challenges you face every day in the workplace. If you were not one of the fortunate few to attend these presentations, you can still benefit from the knowledge shared by owning your own copy of the lecture. These engaging, thought-provoking talks are now available to you on DVD at a Super Value price.

To help you build your library of experts, we also offer you the opportunity to receive substantial discounts on purchase of three or more titles from this series - please enquire.

These lecture-style Stanford programmes are packed with critical information, insights and ideas!

Use these programmes to enhance your own understanding of business issues, and share them with your staff to stimulate and motivate your team.

Tusks or Fangs

This programme from the South African produced Lessons from the Wild Series, gives a metaphoric perspective on leadership styles required in the 21st century using compelling footage on the behaviour of elephants and lions in the wild.

The video tells the story of the communicative styles of elephants and the competitive styles of lions and how these relate to the behaviour of the herd and the pride, their relationship with their environment, their relationship with other species, and their ability to communicate. The programme was inspired by the book "Beyond Reasonable Greed: Why Sustainable businesses Is A Much Better Idea" written by Wayne Visser and Clem Sunter (published by Human and Rousseau Tafelberg – 2002). Most authors of Management books point out that the leadership style required in the 21st century is very different to that of the 20th century.

This video is a critical analysis of the principles driving modern business and demonstrates that the predatory behaviour of the lion is symbolic of the way most companies are run today - but that the world cannot go on like this. The video argues strongly for an alternative and more positive vision involving sustainable business in both the social and environmental sense and that in order to achieve this, companies will need to change from the tooth-and-claw logic of the lion to the more caring, holistic philosophy of the elephant.

Key Learning Points:

- Goals can be achieved ethically and in community
- Develop a nurturing team culture which strives for the common good
- Effective communication and sharing of information is critical and ensures the team stays together in difficult times
- Valuing relationships based on strong leadership and compassion for others is in the best interests of the team
- Planning ahead, and considering strategies and people from all angles, is critical for survival, especially in tough times
- Celebrate success and accommodate failure

Related Topics:

Strategy; Team Building

Duration: 12 Minutes
Purchase: \$590 +GST
Producer: LR Group South Africa

Wealth, Innovation and Diversity

In this outstanding and thought provoking programme, Joel Barker discusses the connection between diversity and innovation and between innovation and wealth. By understanding this connection, you will be more likely to experience long lasting success by encouraging your employees differences as an essential part of your organization.

Hosted by best-selling author, Joel Barker, Wealth, Innovation and Diversity contends that your organisation will experience long-lasting success only when you hire, promote, and encourage people different from yourself.

Immediately applicable to a wide range of organisational challenges, Wealth, Innovation and Diversity is a broad based, foundational program for many of your training needs.

Duration: 31 Minutes

Purchase: \$990 +GST

Producer: Starthrower U.S.A.

Whale Done! Complete Package

The Power of Positive Relationships!

THIS GREAT VALUE TRAINING PACKAGE GIVES YOU THREE PROGRAMMES IN ONE AS WELL AS A HUGE RANGE OF LEARNING RESOURCES



WHALE DONE! - Main Programme - 36 minutes (Presented by renowned author and speaker, Ken Blanchard. Spectacular footage of majestic sea creatures)

WHALE DONE! IN ACTION - 17 minutes (See how giving a Whale Done! response can have an immediate and positive impact in the workplace)

ACCENTUATE THE POSITIVE - 4 minutes (Upbeat music video that makes a great opener or closer for your Whale Done! training experience)

Each programme may be hired or purchased separately.

What does training killer whales have to do with training humans? More than you may think!

In this inspirational best selling programme, leadership expert, Ken Blanchard, applies a proven approach used by the whale trainers at SeaWorld to teach managers and employees alike a technique that increases effectiveness at work.

Filmed on location at SeaWorld, Blanchard teaches viewers how to improve relationships by building trust, accentuating the positive and redirecting energy when things get off track. The Whale Done!™ Approach illustrates to coworkers, managers and employees that

by building positive relationships, they will become more productive, achieve greater results and create an environment where everyone is genuinely excited about the work they are doing!

This program features the Whale Done!™ Approach:

- Build trust
- Accentuate the positive
- When mistakes occur, redirect the energy

Learning Point Highlights:

- Explain the impact that positive relationships and the Whale Done!™ Approach can have on your organisation
- Identify ways to build trust with others in the organisation
- Identify and implement the five steps of redirection
- Identify and implement the four steps of the Whale Done!™ Response

This amazing programme includes many bonus programmes, including the best selling "Accentuate the Positive" - an upbeat music video that makes a great opener or closer for your Whale Done training experience- also an in-depth interview with Ken Blanchard.

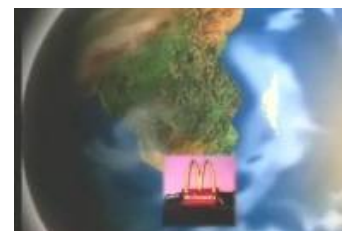
Duration: 36 Minutes

Purchase: \$1100 +GST

Producer: VisionPoint U.S.A.

What It Takes To Be A World Class Company

The world is now an open economy where each and every one of us is up against world class competition - national boundaries have disappeared. In this programme,



Clem Sunter, an international authority on scenario planning, explains what it really takes for big multi-nationals and small enterprises to graduate to world class status. He offers seven attributes and one rule applicable to world class companies.

"In the world of business, one rule of the game has changed forever. National boundaries have disappeared and we have a truly global market. Hence, whether you are a big multi-national company spanning many countries or a small enterprise serving the local market, you are bound to be facing world class competition". -**Clem Sunter**

Attributes of world class companies:

- Differentiation - the source of competitive advantage
- Focus - to keep its niche in the market, but able to adapt to constant change

- Thinking globally - measuring ourselves against global standards
- Perpetual Spirit of Innovation - to survive in perpetual transition
- Sensitive Radar System - to detect and capture unexpected but possible futures
- Retention of Talent - for long-term success talent needs to be retained and satisfied
- Social and Environmental Responsibility - to be a world class organisation a balance needs to be achieved between economic development and conservation of the environment - good all-round management
- 5 x 10 x 10 Rule - world class companies should grow their earnings per share at 5% per annum over 10 years and offer their shareholders a 10% per annum compound return over the same period

Duration: 23 Minutes
Purchase: \$890 +GST
Producer: LR Group South Africa

Would I Follow Me?

The one thing you never get to do as a leader is watch yourself lead!

If you could be on the receiving end of your own leadership style, how do you think you'd answer this question: Would I follow me? Most people in leadership positions are unaware of how the people they lead really see them. But how a leader is perceived is crucial to the productivity of any group.

"**Would I Follow Me**" demonstrates one leader's behaviour and the results in two different situations: first as a newly appointed leader, and then five years later after he has learned a few lessons about leadership. Viewers will learn effective leadership behaviours and appreciate the impact those behaviours have on the success of their work group.

IDEAL TRAINING FOR:

- New and experienced leaders
- Leaders at all organisational levels

Duration: 20 Minutes
Purchase: \$890 +GST
Producer: Video Visions U.S.A.

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