Hiring and retaining Gen Y

Andrew Morris, Robert Half

Chartered Accountants Business in Focus

July 2013

charteredaccountants.com.au/bif





Welcome to this July 2013 edition.

And Happy New Financial Year! But will it be a good one? On this month's program, regular economist Professor Neville Norman, mindful that we're being bombarded with political news in the run-up to the Federal election, takes a look at what's likely to happen in this new financial year and why.

And tax expert Michael Jones, of Cummings Flavel McCormack, also looks ahead with an early warning on possible changes to superannuation benefits that he sees on the horizon, once the dust from the election has settled.

We have a variety of ideas and advice this month on how to make your business more productive and profitable. Andrew Morris of recruitment company Robert Half will tell you why age diversity in the workplace is important – and then he'll focus on Gen Y. You need them in your business, but do you know how to look after them so they'll stay with you rather than scoot through and join a competitor instead?

And what about your own performance? If you think your presentation style is lacking, how about some acting sessions with NIDA – the National Institute of Dramatic Art - to loosen up and transform your personal impact? You don't have to aim for Broadway, but NIDA's Corporate Performance sessions may be just what you need. Senior trainer Isabella Dunwill will tell us more.

There are reminders from workplace lawyer Joydeep Hor about managing independent contractors. Confuse them with employees at your peril, Joydeep warns.

And organisational psychologist Rhonda Andrews, of the Barrington Centre, offers some thoughtful advice on drawing the line between personal and professional behaviour in the workplace, when what one person intends as a warm and friendly gesture can be seen by the recipient as harassment – with upsetting and possibly costly consequences.

There's plenty of variety this month. I trust you'll enjoy the program!

Nick Schildberger Brand Director

Brand Director Nick Schildberger

Advertising/Sponsorship Nick Schildberger nschildberger@be.com.au Production Manager Heather Dawson

Producer Bob Kearsley

Technical Producer Peter Letts

Publisher

Business Essentials Pty Ltd ABN 73 658 681 585 405 Riversdale Road, Hawthorn East VIC 3123

 Phone
 03 9882 8333

 Fax
 03 9882 8017

 Web
 www.be.com.au

© Copyright 2013. Business Essentials Pty Ltd. ABN 73 658 681 585. Business Essentials and the BE logo are registered trademarks of Business Essentials Pty Ltd. Neither Business Essentials Pty Ltd. nor the Institute of Chartered Accountants Australia, nor sponsors of this program accept any form of liability, be it contractual, tortious or otherwise, for the contents of this CD or for any consequences arising from its use or any reliance placed upon it.

ABN 50 084 642 571 Institute of Chartered Accountants Australia Incorporated in Australia Members' Liability Limited. 0912-98

Business in Focus/Tax in Focus Subscription

Subscription Form

Personal details

I would like to subscribe to Chartered Accountants Business in Focus and/or Tax in Focus:

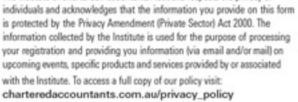
Family name			First name			
Company name			Position			
Address						
City			Country		Postcode	
Telephone			Fax			
Email			Member No.			
Age group	18-25	26-35	36-45	46-55	56-65	>65
Type of business		Number of employees				

Subscription Pricing

	Australian Prices		Overseas Prices (excl. GST)	
Product	Members	Non-Members	Members	Non-Members
Business in Focus – Online	\$375	\$475	\$340	\$430
Business in Focus – CD	\$445	\$545	□ N/A	🗌 N/A
Tax in Focus - Online	\$374	\$475	\$340	\$430
Tax in Focus – CD	\$445	\$545	N/A	N/A
Business in Focus + Tax in Focus – Online	\$635	\$835	\$577	\$759
Business in Focus + Tax in Focus - CD	\$795	\$995	N/A	N/A

Payment options

Please find enclosed cheque made payable to	Free Post Send this form, accompanied by a cheque to: Business Essentials Pty Ltd			
Business Essentials Pty Ltd for				
\$				
OR I wish to pay by Amex Mastercard	Visa	Reply Paid 579 Hawthorn East, VIC, 3123		
Cardholder's name		Australia		
Card number		Free Fax	Free Call	
		1800 656 351	1800 039 098	
Expiry	Please Note: Upon payment this notice becomes a tax invoice Please retain a copy for your records.			
Signature	Business Essentials Pty Ltd ABN 73 658 681 585 405 Riversdale Rd Hawthorn East VIC 3123 Australia			
To unsubscribe from further communication relation Training & Development products tick here.	The Institute of Chartered Accountants Australia. Incorporated in Australia Members' Liability Limited. ABN 50 084 642 571.			
The Institute of Chartered Accountants Australia respects the priva	cy of	Contraction of the second for		







Information

For more information about the topics discussed on this program, please contact the relevant organisations listed below.

ECONOMIC UPDATE

Professor Neville Norman, Melbourne University neville.norman@unimelb.edu.au

HIRING AND RETAINING GEN Y

Andrew Morris, Robert Half www.roberthalf.com.au

BETTER DEALS IN LESS TIME

Simon Kelland, Scotwork Negotiating Skills Tel: 02 9211 3999 Simon.Kelland@scotwork.com www.scotwork.com.au

CREATING POSITIVE PERSONAL IMPACT

Isabella Dunwill, NIDA Isabella.Dunwill@nida.edu.au www.nida.edu.au/corporateperformance

TELEWORKING: WHAT EMPLOYEES WANT

Mark McCrindle, McCrindle Research T: 02 8824 3422 www.mccrindle.com.au

SUPER BENEFITS – SOME ENDANGERED SPECIES?

Michael Jones, Cummings Flavel McCormack T: 03 9252 0800 enquiries@cfmc.com.au www.cfmc.com.au

WATCHOUTS ON MANAGING INDEPENDENT CONTRACTORS

Joydeep Hor, People+Culture Strategies T: 02 9440 7373 www.peopleculture.com.au

TRACING THE INTERNET CRIMINALS

David Caldwell, Ferrier Hodgson David.caldwell@fh.com.au www.ferrierhodgson.com

CROSSING PERSONAL BOUNDARIES AT WORK

Rhonda Andrews, Barrington Centre T: 1300 857 363 Rhonda.Andrews@barringtoncentre.com www.barringtoncentre.com





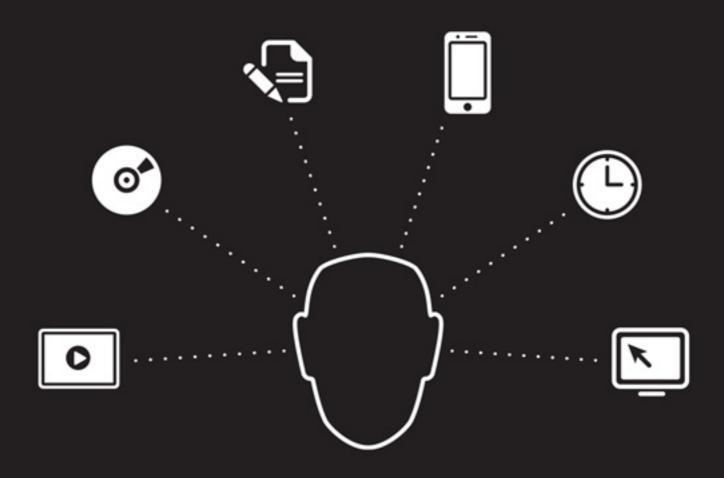
Hear and now



Keep abreast of the latest development in business and tax in your car, at your desk, or even on the bus!

Your annual subscription will consist of monthly audio updates either on hot topics in business or the latest tax news.

You can choose to have your subscription delivered each month on CD or online. The online version has an optional MP3 download capability enabling you to keep up-to-date via your iPOD®, compatible mobile phone, PDA or any other MP3 device.



Flexible learning solutions

The finance and accounting landscape is constantly changing and our *eLearning* portfolio makes staying ahead easy. The availability of a wide variety of online training options and topics allows you to complete your CPE hours with the flexibility you need.

To find out more about the flexible *e*Learning options visit charteredaccountants.com.au/elearning



