

WELCOME TO OUR

# Quarterly Newsletter

*we're so glad you're here!*

## A message from our Managing Director

Spring has sprung, and with it comes our first MYS newsletter with highlights from recent months and some reflections on the evolving workplace landscape.

At MYS, our goal is to support individuals, teams, and organisations to be their best. We recognise there are inherent issues that pop up in all workplaces. Our recent social media posts on workplace toxicity looked at antidotes to defeat toxicity and inject positivity into the workplace.

A conversation we have regularly at MYS with our clients is on the work/life blend. It's never really a balance, as a balance would imply you get to manage and divide equal parts of yourself to both aspects. We look at this again drawing on motivations that can cause self-sabotage at work.

We hope you enjoy this first issue of our newsletter and that we continue to be part of your positive workplace journey.

*Lynna*

## The OPS Program

Run in collaboration with The Expert Leader, our OPS program is a guiding and supporting opportunity to help people further understand themselves and provides practical ways to reach their career goals. Our sessions are facilitated by industry experts with several decades of leadership experience, as well as fantastic networking events scattered throughout the year.





## Business Chicks with Jacinda Arden

### LEADERSHIP AND INSPIRATION

Last month we had the opportunity to listen to Dame Jacinda Arden at the Business Chicks Australia event in Canberra. She shared with us her path to leadership and how to be an awesome human being.



## Client Feedback

### SHARE YOUR EXPERIENCE

If you've recently used our services, we'd love to hear about your experience and learnings.

[DOWNLOAD CLIENT  
FEEDBACK FORM](#)



## MYS Blog

### STAY INFORMED

Visit our MYS blog for insights and information on workplace practices, issues and reflections.

[VISIT MYS BLOG](#)

# What motivates you to work?

Recently we found a great read from Andrew May, coaching extraordinaire on debunking the concept of the work/life balance. Essentially, he purports that the notion itself sets people and organisations up for failure. Instead, he teaches executives and entrepreneurs how to manage the busy periods and carve out time for family, fun and slowing down to avoid burnout and fatigue. Three key takeaways from his teachings are to protect your time, boost your energy and power up the ability to focus attention. Honing these skills, consistency and identifying your busy periods can help facilitate a work/life blend, which so many people now seek, even if they are entrepreneurs or CEOs.

Another interesting philosophy is from mindset coach Ben Crowe who identifies five extrinsic motivations that sabotage us at work:

1. Money
2. Materialism
3. Social status
4. Corporate or career status
5. Craving recognition from others

As we are fast approaching the end of another busy year, it's timely to reflect on these five motivators and consider how each one shows up for you as an individual and as a worker. Ask yourself if you need help guiding any of these motivators. If so, get in touch with us and let's see how we can support your motivating factors.

Ben recommends focusing on what you can control in life. What's in your remit and span of control?

## Inspirational Leadership



Dame Jacinda Arden with Business Chicks owner Emma Isaacs



Recently, in collaboration with the Expert Leader we hosted a table at the Business Chicks breakfast and had the good fortune to hear Dame Jacinda Arden speak on her leadership journey, the cut-throat world of politics, and how to be an awesome human.

Some key learnings include the power of positive thinking, and generosity of compassion to others and to yourself. These virtues are applicable at home and at work, cornerstones for every day.



(L-R): Lynn White - MYS, Rochelle Fittler - The Expert Leader, Lynn Moore, The Expert Leader and Jen Ainsworth - MYS and The Expert Leader

## WIC(ked) Women

### SUPPORTING YOUNG WOMEN WITH PAYTHWAYS INTO ICT

MYS Managing Director, Lynn White is also part of the Women in ICT (WIC) Committee where she runs the WIC Work Experience Program alongside fellow committee member Jessica Eustace. The program works with schools to support students wanting to pursue roles in ICT (queue Beyonce's song, Run the World). Established this year as a pilot program and now part way through, the program aims to inspire and equip young women with real-world ICT experience.



WIC panel

In August, WIC, supported by our Patron Alicia Payne MP hosted an amazing group of leaders at a Patron's lunch, in the historic Old Parliament house. Attendees included Lieutenant General Natasha Fox AO, Michelle Graham PhD, Janice Law and Heidi Madden, providing practical advice on paving the way for girls and women going into ICT roles, and thriving!

In September, WIC, marked the end of Winter with it's WIC Breakfast series, enjoying a beautiful Spring morning beside Canberra's iconic Lake burley Griffin.

Inspirational speaker Krissie Auld shared her path to STEM roles, including some slimy battles with snakes and leeches!

Tickets for upcoming breakfasts on 10 October and 1 November are now available.



WIC(ked) women gathering in Canberra.



Supporting young women in ICT.



MC Lynn White

**Nominations open for  
the WIC Annual Awards.  
17 November.**

**Tickets on sale soon:  
[wic.org.au/annual-awards](http://wic.org.au/annual-awards)**

# Trust at work

Psychological safety is critical for teams and team leaders; it refers to a shared belief held by members of team that it's alright to take risks, to express individual ideas and concerns, to ask questions, and (most importantly) to admit mistakes (HBR online, Feb 2023). Not surprisingly, psychological safety fosters a communal sense of motivation, enablement, empowerment, and confidence in a team.

Teams that are not psychologically safe are riddled with a sense of anxiety and rigidity. You will often find them to be areas where creativity isn't an option, new ideas are not invited, and conformity is key.

To foster and support psychological safety, people managers are encouraged to be vulnerable (surprise, surprise!) Amy Edmonson, coined the phrase psychological safety and suggests some key activities to employ when building psychological safety:

1. Make it clear why staff voices matter – it's important to make staff feel like their input is not only valuable, but that it will be considered in the decision-making process.
2. Admit your own fallibility – Leaders should always admit to their own mistakes and what they learned from the experience. Leaders should also be quick to jump in and defend their teams and take responsibility for any mistakes made by their staff.
3. Actively invite input – Don't rest on your laurels and expect people to come to you with ideas or feedback, instead people managers and leaders should seek answers from staff by asking open ended questions.
4. Respond productively – now this can be a tricky one to handle. In receiving feedback, people managers need to remain neutral and not defensive. Feedback is an important tool and allows for growth and opportunity. It is important to acknowledge feedback and where you don't understand the feedback, ask questions, so that you can better support your team.

Trust is a glaring issue in many workplaces, and much like a relationship with a friend or a partner, it can only survive through moments of connection and vulnerability. At MYS we pride ourselves on working with teams to support them in building, maintaining and in some instances reinvigorating their team camaraderie. We know how hard it can be to be vulnerable in a disconnected team. Hopefully some of this information will provide some insight into team dynamics and the importance of trust at work.

