

Sensational Spring—September 2011



100 Monkeys website
visit www.100monkeys.biz



Planning for Success

*Most people don't plan to fail,
they fail to plan.*

John L Beckley

Strategic Planning

Whether it's Planning for a community or organisation, we offer a range of services that allow you to achieve your objectives in line with the available resources.

100 Monkeys has experience in developing strategic plans for local government, health, human service organisations and business. We also offer training and workshops for teams in the role and implementation of strategic and business plans.

Many organisations experience difficulty in assisting managers and team leaders to create team and business plans that reflect the objectives of the strategic plan. Our short training programs build skills quickly and effectively and link the planning process clearly to performance enhancement.

Workshops and Training

Strategic Planning brought to Life

This **half day workshop** provides an understanding of the role of the vision and values in guiding the direction of an organisation. Your team will learn how to employ strategies that improve staff morale and commitment, increase goal attainment and alignment to the vision of the organisation.

Welcome to Spring

It truly has been a wonderful winter, providing us with exciting opportunities to work with some amazing people. In this edition of our newsletter, we wanted to focus on some of the workshops and training programs we offer. Our services also include research, Clinical Supervision, Executive Supervision, Coaching, project development and delivery.

Julie & Heather

Workshops and Training (cont.)

Building the Capacity of Section 355 Committees

Section 355 Committees provide a vital link between council and community and take responsibility for managing a range of community assets. Building the skills and capacity of these groups in the areas of governance, planning, engaging and working with other volunteers and succession planning, ensures they perform confidently and effectively in the execution of their roles.

Grant Writing workshops

100 Monkeys has developed two half day workshops that will built the skills, ability and knowledge of grant writers, be they novices or those with more experience. Level 1 encompasses all aspects of the application process. Level 2 enhances skills and works through practical examples.

100 Monkeys

Mob: 0434 930028

info@100monkeys.biz

www.100monkeys.biz

Workshops and Training (cont.)

Community Place Making - Practitioners Program

Communities have a collective "psychology" and the true art of Place Making is to tap into that psyche and transform environments into places (rather than spaces) to enhance people's experience of the public realm and neighbourhoods.

100 Monkeys offers a 2 day program for organisations or individuals with an interest in creating environments that provide people with a unique experience of place. The workshops give participants an understanding of the difference between "place" and "space" as well as exploring the underpinning techniques to successful Place Making projects.

Unleash Success - Leadership Program

People often progress into positions of leadership and authority as the result of being recognised for their skills, knowledge and ability. There is an underlying assumption that they will develop their leadership skills over time.

Leadership, as distinct from management, requires internal engagement with a clear set of principles upon which strategies are built. Unleash Success offers managers and potential leaders an opportunity to explore the challenges and opportunities that exist within themselves, their organisation and teams.

Unlocking Leadership

Interview with

David Engwicht International Place Maker Creative Communities



Q1. Why is Place Making so important to you?

My father was an itinerate gospel preacher and I attended 26 different schools. It is hard to imagine a childhood more devoid of any experience of belonging and place. So why did the son of a vagabond preacher man end up travelling the world, a vagabond himself, preaching the gospel of place? At one level, it is only vagabonds who can truly know a sense of place. A fish cannot describe water.

For the perpetual vagabond, their sense of place must be constructed within themselves. If they are to survive, they must “be at home with themselves”. Home is not just where their heart is. Their heart is their home.

Q2. What are the underpinning principles of Place Making?

Just as home making turns a house into a home, Place Making turns a space into a place. Poor people are often better home makers than rich people because they do not rely on material possessions to furnish the space. They furnish the space with generosity and soul.

Q3. Why is leadership important in Place Making?

There was a time when every individual took civic responsibility for the creation of a sense of place in their neighbourhood and city. However, we have moved from a citizen model to a customer model where we pay others to create this sense of place for us – thus outsourcing our civic responsibility.

Leadership is essential in encouraging people to embrace their civic responsibility and take control of creating a sense of place for themselves. Leadership is also needed to break the glass ceiling that limits what people conceive of as being possible.

Q4. What style or styles of leadership work best in Place Making?

For city officials, they must return to a citizen model – training and resourcing communities to resolve their own issues. Supporting residents in outsourcing their civic responsibility, or worse still, enabling them to engage in the “politics of blame”, actually undermines a sense of place. A core element of “sense of place” is feeling in control of your environment. Leadership is about giving people the confidence to take control, to re-embrace the confidence they had as children that they could be master of their domain and make up the rules of the game spontaneously.

Q5. Where can Place Making best be employed?

Individuals can use it in their home and then extend that sense of home out their front door into the street and wider neighbourhood. Merchants can use it to put more money in their till. Cities can use it to deal with traffic issues in residential areas, the revitalisation of shopping streets, and the creation of civic spaces.

Q6. Why is Place Making important for local government?

Almost every decision made by local government has Place Making implications – even the design, placement

and orientation of a simple seat.

Structuring local government around specialised disciplines means that it is easy for decision-making to become fragmented and for various departments to lose sight of how their activity fits within “the big picture” of calling forth the potential of its citizens. Place Making helps re-integrate planning and fills in the spaces between departments.

Q6. Local government is often involved in Place Making. How can people in positions of authority work in true partnership with community?

Too often community consultation involves people creating “wish lists” that will be implemented by a “mysterious other”. True engagement in Place Making includes the actual making of the place, together.

Stop fixing problems, like traffic in residential streets, for the community. Instead, give them the information and confidence they need to fix the problem themselves.

Q7. What ‘conditions’ provide the most fertile environment for Place Making to succeed?

A belief that the deficits of your space can become the greatest assets of your space.

Working with what you have rather than on what you wish you had.

A focus on picking the low-hanging-fruit rather than trying to get the big picture right first.

Creating more temporal, flexible spaces (we don’t bolt our lounge-room furniture to the floor) rather than over-designed inflexible spaces where everything is set in concrete.

100 Monkeys

Mob: 0434 930028

info@100monkeys.biz

www.100monkeys.biz