

What is MPi News about?

MPi News provides short sharp ideas on management, leadership and communication in the workplace.

As We See It:

"People who accept personal responsibility for their actions, efforts and lives, contribute the greatest to those around them. The best employers accept responsibility for urging people along a path to their fullest potential. The best employees accept responsibility for adding value to that organisation. Therefore the most effective work environments are those in which all participants recognise it is a two way street. Much of the information presented hereafter is governed by these ideas."

Feedback:

If you have an idea to share, email info@miningpeople.com.au and mark the heading "Feedback MPi News". If we're happy that the item supports our broad editorial policy, then we might use it directly, or as the basis for an inclusion into a future edition.

Our editorial policy is:

We aim for these articles to be current, personal development focused and to talk to individuals rather than corporations. They must also represent a positive slant on life. Why is that? Because the media would have us believe the world is more negative than positive, and so MPi News is our small attempt to balance that up. The articles should also not shirk from generating debate.

Mining People takes care of our Environment



MPi News is printed using vegetable based inks on paper that is chlorine free and manufactured from pulp sourced from plantation grown timber.

Here we go again...

We trust you had an enjoyable festive period and reflected positively on the year just gone. For the year ahead it would seem as if things are gradually building up a head of steam and that we might be in for another wild ride, if not this year, then next.

However it feels to you, it's a great idea to be clear and focused, so wipe the slate clean of last year and focus laser-like on the 12 months ahead. We hope great things will unfold for you.

What will you build and what legacy will you leave behind this year?

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We noticed this article in the Maverick Spirit newsletter. We haven't referenced the newsletter for a while but this one is perfect as you get set for 2012. For more motivational tips and ideas visit Wayne Mansfield at www.maverickspiritnewsletter.com
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2011 has been a very long and challenging year for some... me included. I am sure that I have taken some short cuts when a little more care was needed. And I am sure if I had my time again, I would probably take more care with tasks that "just had to be done."

Today's issue reflects on the feelings of a worker nearing the end of his employment as a builder... and how excellence should be always a priority...

So, enjoy Building Your House...

Building Your House:

An elderly carpenter was ready to retire. He told his employer-contractor of his plans to leave the house-building business to live a more leisurely life with his wife and enjoy his extended family.

He would miss the pay check each week, but he wanted to retire. They could get by.

The contractor was sorry to see his good worker go & asked if he could build just one more house as a personal favour.

The carpenter said yes, but over time it was easy to see that his heart was not in his work.

He resorted to shoddy workmanship and used inferior materials. It was an unfortunate way to end a dedicated career.

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Some Stats & Facts...

As we enter our 17th year of producing this newsletter, this first edition for 2012 represents the 73rd publication of MPi News!

Also last year we launched MPi LIFE, a slightly different publication aimed at communicating primarily with our candidates across all the trades/operator disciplines. Editions 1 and 2 of MPi LIFE were delivered as a simple emailed PDF. From Edition 3 onwards in June 2011 we created an interactive blog format and now email the blog to almost 18,000 mining candidates every month.

Most back issues of both MPi News and MPi LIFE can now also be accessed via our website as an added service. Visit www.miningpeople.com.au and the 'newsletters' icon.

Also this year we intend on making MPi News more broadly available electronically and will be investigating the best way to do that. Importantly, the feedback we get tells us that we WILL continue to also produce MPi News (this newsletter) in hard copy.

It's feedback time... please help us.

As with all we do at MPi we would really appreciate your feedback as we continue to supply ideas that help employees add more value and companies create better environments for people to perform. You can send us any ideas for articles or delivery methods or even just what you think about what we do to - info@miningpeople.com.au

And now we take a deep breath and introduce something different....

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Source: We spotted this article in the 'WellBeing' magazine almost a year ago and have been waiting for an appropriate time to use it. For another view on life, health and wellbeing visit www.wellbeing.com.au
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Spirituality in the workplace

When these three Ps — people, purpose and profits — are said in the same sentence, management walks a wary path. Even more so when words such as “love” or “soul” or “spirit” are used in association with the career world. These are not words we commonly hear in a boardroom. They are words we associate more with morals, religion and relationships.

Yet that’s exactly what you hear more and more in the management world as companies seek to be sustainable, not just profitable. Intangibles are staging a comeback.

Are you tired of trying, and failing, to divide yourself between work and home? Do you no longer want to leave your heart and your fuller self at

the door and take only your hands and your head into work, your body a mere vehicle to ferry you between the two?

There is a growing wave of information and examples of people like you who are attempting to change this stereotype, who are trying to lead integrated lives while retaining their viability as managers, leaders, workers and makers of profits. Many are succeeding. The successful ones are being noticed, especially when they are influential, powerful and well known.

Increasingly, you hear successful leaders are having to draw on their own values and ethical base to demonstrate the credibility that has been so threatened by the last decade,

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When the carpenter finished his work, his employer came to inspect the house.

Then he handed the front-door key to the carpenter and said, “This is your house...my gift to you.”

The carpenter was shocked!

What a shame! If he had only known he was building his own house, he would have done it all so differently.

So it is with us. We build our lives, a day at a time, often putting less than our best into the building.

Then, with a shock, we realize we have to live in the house we have built.

If we could do it over, we would do it much differently.

But, you cannot go back.

You are the carpenter, and every day you hammer a nail, place a board, or erect a wall.

Someone once said, “Life is a do-it-yourself project.” Your attitude, and the choices you make today, help build the “house” you will live in tomorrow.

Therefore, Build Wisely throughout the year ahead!





and more, when many businesses have put profit before people.

Our respect for businesses that trade customer service for short-term monetary gain is waning at a rapid rate. 'Profit before people' has increasingly become 'profit before service'. Customers want more than just the product or rhetoric. Politicians increasingly listen to the concerns of disgruntled constituents in their search for another term of office. The development of the Australian Ethical Investment tells us how many people agree they want something more than a quick return attached to their sharemarket dollar.

Qualities such as trust, integrity, loyalty and even authenticity are no longer uncommon words in leadership literature, management journals and business books.

When people like Michael Rennie of McKinseys say "values, spirit, cultural capital and meaning are as important as the bottom line, cost-containment and corporate strategy", you know there's change afoot.

People like Ricardo Semler, of Semco in Brazil, Richard Barrett and Michael Rennie of McKinseys, are talking about the intangible things that used to be the stuff of everyday conversations. They speak of trust and integrity, care and social responsibility. They use words like 'cultural and social capital', and they don't mean buildings. The St James Ethics Centre is a well-established organisation educating business on the importance of mixing work and ethics to succeed.

Semler recognised that his people were more than the selves they brought to work, and implemented changes to Semco, a Brazilian manufacturing industry, to treat employees like the responsible adults they were in their community life. He developed a transparent and self-responsible working environment where as much power as possible was devolved to employees through a participative process, in contrast to the company's previous distrustful authoritarian approach.

In the highly structured and engineered world of mining and mineral processing, some of these ideas may seem out of place, or are they?

As a minimum we present the contrast to think about.

Mine Management Myths:

Myth #1	As the boss you know what's going on in your business better than anyone else.
Reality #1	You're really the last to know what's going on.
Myth #2:	Grow or die.
Reality #2	Sometimes it's better not to grow, remaining as a "small giant".
Myth #3	Be a self-help junkie.
Reality #3	Actually, self-help is an oxymoron. You can't help yourself. The best business leaders have lots of advisors, consultants, coaches. We ALL need help. Seeking advice and help is NOT a sign of weakness. NOT seeking help is the real sign of weakness.

Gardening in your Mind

Source: www.mindgardener.com.

Here at Mind Gardener we believe that your mind is the key to your success. Emerging brain research reveals new facts and dispels strongly held myths every day. It's time to think differently about the way you do business.

We've designed a unique program that will cultivate your mind, your business and your life. It's called **Business Brains**.

Would you change the way you work if you knew that:

- Smiling **increases** information retention
- Focusing on **purpose** guarantees more success than focusing on making money
- People buy your **story**, not your product
- Financial incentives **hinder** creativity
- The office is **not** the best place to do your work
- Ignoring someone has the same effect as **hitting** them
- Demanding bosses **weaken** their people's mental function
- Your **mindsets** are the greatest barrier to your success

The MPi People - Put a face to a name...

ADMINISTRATION, MANAGEMENT & INTERNAL BUSINESS SERVICES



STEVE HEATHER
Managing Director/
Principal Executive
Search



**ANNIE
ROTHSCHILD**
Reception/
Administration



SACH CORBETT
Business
Development
Administrator



SUE HEATHER
Business Services
Manager



ELLIOT MIST
Online Marketing
Consultant



CALVIN MUNRO
Candidate/Client
Care Services



**ALYSHA
GILLINGHAM**
Reception/
Administration



BRAD THORP
Manager
Recruitment
Operations



DION SMITH
General Manager
Business Development
& Strategy

ACCOUNTING & FINANCE



SUZ THORP
Accounting/
Administration



**MICHEL
VAN DOORN**
Commercial Manager



**MARILYN
VERBOON**
Payroll



STUART MERRICK
Senior Consultant



TONY TURTON
Principal Consultant



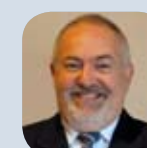
JESS KERR
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Senior Consultant
Business Development



MIKE WARREN
Senior Consultant



NICKY O'BRIEN
Manager
Office Support



KATIE NEALE
Consultant



KATE FARRELLY
Consultant
Candidate Sourcing

MINING & RESOURCES

Geology
Surveying
Mining Engineering

PROCESSING, MAINTENANCE & ENGINEERING

Minerals Processing
Engineering & Maintenance

BUSINESS SERVICES

Environmental
Supply
Accounting
Health & Safety
Human Resources
Administration/Clerical
Information Technology
Administration Management

WORKFORCE & LABOUR HIRE

Field & Trades Staff
U/G & Surface Mining
Processing & Laboratory

WHOLE PROJECT RECRUITMENT EXECUTIVE SEARCH & RECRUITMENT STRATEGIC HR CONSULTING

The MPi History

MPi was formed in January 1995.

Who is MPi?

A combination of resource industry technical professionals and managers, and experienced recruitment and HR practitioners. Additionally, we have around 200 staff in our Temporary team on numerous mine sites and offices.

What does MPi do?

We source Temporary and Permanent staff, for organisations in the resource industry. We also provide HR support services, especially during project start-ups. We conduct executive search.

Where does MPi operate?

We have 4 offices across Australia. We provide our services Australia-wide and internationally. We describe ourselves as: "Australian Based with Global Networks".

What's different about MPi?

- We work in one industry only.
- We can relate to your Manager, Director or your 1st year Trainee.
- We understand the mining environment.
- We operate under the guidance of "The MPi Promise".

If you feel our service could be of value to your business – please make contact. We'll be pleased to provide you more information about how we may be able to assist you.

BRISBANE



JENNIFER REVIE
Managing Consultant
Eastern Region



DARRELL BALLARD
Manager Workforce
Eastern Region



**JENNIE
SWALLOW**
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**AINSLEY
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GARY KEARNS
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ALEXANDRA HULL
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TABATHA SAINT
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WORKFORCE PERTH



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Workforce Perth



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