

business

Secret is to work and play hard

AT 28, Jeremy Hansord thinks he has a pretty good idea about how to work with Generation Y.

The City of Belmont Parks supervisor will speak at the next Australasian Management Centre Innovation Forum breakfast.

He said the executive team at the council has made a conscious effort to develop a culture of teamwork, enjoyment and success.

"We work hard, but we play hard as well," he said. "We are encouraged to have our say and to make the most of our managers, and directors having an open-door policy."

"Gen Y'ers want to feel they are treated as individuals, but still want to be treated fairly across the workplace. Employees don't believe in company loyalty, unless the company is loyal to them."



As a leader, Mr Hansord said he enjoyed the challenge of discovering different work attitudes and personalities among his staff.

"It wasn't until I took on a supervisor's position that I discovered how truly diverse these attitudes and personalities can be," he said. "Varying from day to day and even depending on what time of the day it was and who was in the team."

"These team dynamics turned out to be one of my biggest challenges in my current position, due to the sheer complexities involved in getting multiple teams to work well among themselves and alongside each other."

Mr Hansord believes social values transfer directly to workplaces, especially for the leaders of teams.

"Core values such as respect and patience are needed when dealing with both managers and teams," he said. "Treating others as you would like to be treated is some of the best advice that has been passed on to me."

"Teams also respond well to some humility and positive reinforcement, because I see that this tends to humanise the supervisor."

Mr Hansord said his generation generally didn't respond well to confrontation. "The slow push is more than likely preferred, to the quick prod because confrontation is shied away from," he said.

"I believe this stems from the education system we progressed

through, where there was no longer the cane to give you that immediate prod which a lot of our senior managers would have experienced."

"We have a lot more guidance officers, and to an extent, a lot more choices with regard to our actions."

"Most Gen Y'ers will not tolerate a workplace that doesn't suit them because work is perceived to be easy to get. If they don't like it where they are, they will have no qualms in leaving and going something else."

The AMC Innovation Forum breakfast is on March 4 at the Perth Convention Exhibition Centre.

Tickets to the breakfast are \$195 each, or \$1100 for tables of six, and are available at www.amcinnovation.com or by calling 1300 466 688.

— BRADEN QUARTERMAINE



Jeremy Hansord