



November 2016



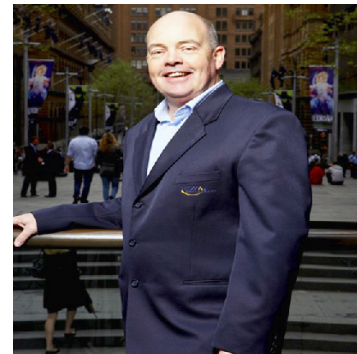
CEO Comment

Martin Wren

Being part of the terrific team at NOVA brings some great opportunities and I am delighted to have been able to attend a screening of films from our 'Focusonability' short film festival, this time in Auckland (NZ).

New Zealand schools have been as enthusiastic about involvement with 'focus' as their Australian peers and we received a large number of entries, each focused on showcasing the achievements and ability of people with disability.

I believe that these events and their popularity are part of a worldwide change in attitudes towards the concepts of inclusion and while the idea of 'a fair go' has some uniquely Australian connotations the number and quality of entries received for 'Focus' shows that people everywhere are keen to adopt inclusive practices in all aspects of everyday life.



At the same time we have not let up in our efforts to promote employment as perhaps the most effective means of developing inclusion – I am proud to say that we have made consistent improvement for each of the reporting periods for the past 3 years! NOVA's "New Way" employment service delivery means that in some areas of Sydney job seekers choosing NOVA as their provider are as much as 70% more likely to gain work than those registered with average providers.

No wonder more and more people are choosing NOVA.

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Focus on Ability Africa

Ryan Goodwin

Friday 21st October NOVA Employment's Focus on Ability Film Festival (FOA) made its first footprint on the African continent with a film screening held in Harare, Zimbabwe.



The festival's Media Manager Ryan Goodwin was working in conjunction with African Theatres Ruth Pasi to bring the festival to the African people.

Straight off the plane on the Wednesday evening in Harare and whisked into Zimbabwe's favourite radio station StarFM; it was immediately clear that this event was creating a buzz. The audience embraced our message that people with disability have so many skills and abilities, with Ryan receiving emails within 5 minutes of being on air asking for tickets and how they can be involved.

Friday was upon us and first up was a meeting with the Australian Consulate in Zimbabwe with the Australian Ambassador Her Excellency, Suzanne McCourt. Ambassador McCourt's post is accredited to Zimbabwe, Zambia, Malawi, the Democratic Republic of Congo and the Republic of Congo.

After briefing the ambassador on the festival's core purposes and the tie in with the Federal Government funded NOVA Employment, Ambassador McCourt and a member of her team cleared time in their schedule to happily attend the screening and offered an open line of communication to support future endeavours.

Then, onto brief introductions with members of the Zimbabwean government who were very glad to hear about the focus initiative.

The event was a resounding success.



Upon entry greetings were made by a 30 strong team of FOA Zimbabwe volunteers all proudly wearing their FOA Zimbabwe emblazoned t-shirts. The buzz continued as people started to make their way into the 7 Arts Theatre. 'African time' saw a slow start to proceedings, but the buzz of the day continued to lift and encore screenings of the films were necessary as over 350 people filed in.



The audience heard from FOA's Ryan Goodwin on the history of the festival, Ambassador McCourt spoke of her delight to be in attendance and the festival's great cause. The M. Hugo Primary School for the Blind wowed with their amazing musical talent, then audience members took over with a few people from the crowd taking turns to share their passion and stories of overcoming hardship.

Once the screening had finished everyone enjoyed the complimentary lunch in the foyer. Ryan was continually embraced by the Zimbabwean people and told of their passion for the Focus on Ability Film Festival and the motivation it had provided.

Zimbabwe is a country with 93% unemployment. For the people to watch films where people with disability are overcoming seemingly insurmountable challenges to succeed and make a living, really provided them with hope and a renewed sense of energy to strive forward and succeed.

To view the event highlights video head to our FB page [CLICK HERE](#)



Some NOVA links

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What's news at Can-Do-Ability?



Want some great employment tips?



Communication is important in both your professional and personal life. Good communication skills can help you be more productive and resolve issues easier. While poor communication skills can create problems and make things harder for you in general.

Communication isn't just about talking, it involves listening, body language, and keeping an open mind.

Target Audience - Whether you're talking to an individual, or a group of people, knowing your audience will help you decide the best way to talk to them. When you were at school, you talked differently when addressing your teacher compared to one of the other students, in the same way you'll probably talk differently when addressing management compared to one of your co-workers. Be mindful of who you're talking to and what the best way to get your point across to them would be. Whoever you're talking to be polite and show respect.

Be Concise - When talking, try to be concise. Rambling on can cause the point you were trying to make to become lost and cause the listener to tune you out. In addition, going off on tangents can create confusion for people who may not be sure what point you're trying to make, and how this information is relevant.

Body Language - Your body language, the way you sit, stand, or move, sets the tone for a conversation. Certain postures display confidence, trustworthiness, or concentration. While other postures display disinterest, anxiety or closed mindedness. You don't want to impact on the conversation by appearing that you don't care or like you're trying to hide something. You want to appear approachable and encourage discussion by having an open posture. Displaying confidence and using eye contact when talking will help engage people. When you display confidence people are more likely to listen to you and take you seriously.

Listen to what is said - When you're involved in a conversation, listening is just as important as what you say. Who do you prefer to talk to, people that are actively listening to you as you speak, or people that are more interested in everything else that's going on around them? Active listening involves paying attention to what is being said, asking follow up questions to clarify things, and letting the other person know you've heard them.

Keep an open mind - When listening keep an open mind. It isn't always easy, especially when the discussion is about a topic you don't agree with or you're talking with people you don't get along with, but it's important to try. Not everyone has the same point of view, this difference in viewpoints can highlight problems others may have missed, create solutions people haven't thought about, and produce new ideas and ways of doing things that haven't been considered. Not everything will be correct or useful, but if you close yourself off and ignore all this information, you'll never know if it could have been useful or not.

Having an open mind means learning to accept feedback even if you don't agree with it. You don't have to put all suggestions and new ideas into action, but by collecting them and reviewing them, you may find something useful that gives you an idea. When giving or receiving feedback aim for a constructive response.

Don't worry if you're not a communications expert, just put in the effort and do your best, you'll improve over time.



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