

# Australian Applied Management Colloquium

Case study: Helping the health sector maintain focus and motivation

Andrew Woods, Director, ACT Nursing Service Pty Ltd



## ● ● ● ● The hurdles

Andrew came to the Colloquium program with a particular challenge around managing office staff – keeping them motivated and focused.

He acknowledged that employees will not perform some tasks as well as either he or his wife Regina, the only other director of the company. Sometimes this lead to conflict.

## ● ● ● ● Andrew's journey

What key learnings did you attain from the Colloquium program?

I found particularly interesting the principals of leadership and effective delegating.

How has the Colloquium changed your thinking about leadership?

Previously I was very directive, thinking that because we pay people we should expect that they do as they are told. From my perspective as the employer this has perhaps not always gotten the best out of our people. Now I feel that if you find different strategies to encourage people, you can get better performance.

What do you do differently now?

I try to motivate people differently. I still believe that sometimes it is important to be directive, although that should not be the first strategy.

What advice would you give someone thinking about commencing the Colloquium program?

I would encourage anyone who is either thinking about their professional growth, or currently finds themselves in a management/leadership position to contemplate doing the Colloquium.

[Read more about the Australian Applied Management Colloquium here](#)

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