

Nathan Morris

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To: nathan@morrisaccounting.com

Subject: Shiny People: Nathan Morris



boost your people power

Welcome to Shiny People

Welcome to Shiny People - the E-Newsletter of Shine Human Capital Development, your Workplace Employee Development Trainers.

Successful businesses recognise that happy, confident and motivated people are essential to their company's productivity and profitability. At Shine, we are dedicated to assisting organisations to optimise their human resources and boost their people power, by providing high quality training.

We know times are challenging so why not be inspired by the best? Each week we will profile an individual who is noteworthy for their positive attitude and personal achievements. We will learn more of their philosophies and perhaps their secrets in overcoming challenges. These people are exceptional in their attitude - "bright and highly polished" and are truly **SHINY PEOPLE**.

At SHINE, we understand that modeling others is one of the best ways to instil new

Employee Development Stimulus Packages



Stimulus: *Something external which brings about a change in behaviour resulting in a different outcome.*

Can you afford not to service your most valuable business asset? Just like your business assets - your human capital needs specialist help to perform optimally. When your copy machine isn't running properly, it slows down your whole office's productivity. Your business's success depends on your people - the way they feel about themselves and their jobs is a key driver in their work productivity and long term

beliefs and behaviours - and SHINY PEOPLE's purpose is to provide an insight into the thoughts, beliefs and behaviours of successful people who are role models in our community.

This week, our inspiring profile is of Nathan Morris, Managing Director of Morris Accounting.

Morris Accounting specialise in providing advisory services for small to medium business owners in the areas of taxation minimisation strategies, business management, expansion planning, acquisitions, sales, business structuring and estate planning. Nathan truly believes in providing his clients with more than just an accounting service, and seeks to become a business partner who contributes great value to the success of the business. He is passionate about his own development also - and continually focuses on improving his own business practices and personal effectiveness.

How do you define personal success?

For me, it is about being balanced in all aspects of life - personal relationships, family, friends, personal time - and of course, having a business that brings in the \$\$\$\$. When our income is high, it means we have greater choices in our lives.

What do you see as the biggest employee related challenge facing businesses?

Keeping staff engaged in the business plan -especially during a down turn in the economy. Staff need to be able to understand what is happening - and to some degree to think like a business owner. On a micro level, it can be challenging to keep them feeling enthusiastic about their work, especially when the work is repetitive - so having clear goals and KPI's to work towards are really important, as well as focusing on them as a person and understanding what makes them happy both at work and personally.

commitment to your business.

There are times when a "Stimulus" needs to be introduced into the workplace whether to assist individuals improve their leadership and management skills, or re-energise and boost the morale of entire sale teams.

We understand your staff's time is valuable. By taking a modular approach to our training programs, we ensure that every minute counts. Firstly, we pinpoint your business's specific concerns and issues, then we customise unique programs to meet your precise business need.

Our one day workshops are packed full of activities which will leave your team feeling energised, engaged, thinking positively and focusing on the opportunities ahead. ***Can your business afford NOT to have a motivated, confident and focused team right now?***

For more information and to find out about our discounted Early Bird Offer, email:

info@shinehumancapital.com.au

Did you know?

*The vast majority of employers (78%) believe that internal development of employees has greater benefit to the organisation than external recruitment of new talent (22%).

*Source: Cranfield University School of Management - Nurturing Talent Research Report

If you were asked to hire your successor, what qualities would you look for?

Someone with strong & positive leadership skills, and who places a very high value on the people in the business. Every business can only be as good as the people in it.

If you could instill one new personal belief into your entire workforce, what would it be?

It's okay to provide feedback to superiors so that everyone can grow and not continue to do the things that are not working. All too often employees don't provide the very valuable upward feedback. Of course, the environment needs to be one that allows them to feel safe doing this, so leaders need to let their people know their opinion is valued.

Before an important business meeting, what mental preparation would you do to ensure a successful outcome?

I keep things simple, and focus on what the client will want out of the meeting - and then on what I want out of the meeting. I look for the reasons why we should be doing business together and how we can reach mutually beneficial outcomes for both parties. My approach is always solution oriented for both parties.

During changing economic times, what is the biggest challenge leaders have?

Keeping positive and having an optimistic approach in the business - and to keep growing and nurturing staff. It's too easy to fall in a heap, so the attitude of the leader is really important.

If you had to name one thing that has contributed to your success, what would it be?

I am very grateful for my experience in working with larger organisations, and in particular I've come to value the importance of having systems in place for every business. I have also enjoyed building my business through a strong network of professionals. Personal referrals are a very effective way to build any

business.

How do you maintain balance in your busy life?

Whilst this can be really challenging, having supportive staff and a fantastic partner to keep you in check certainly helps. The people around me help me to realise what else is important to me - otherwise it can be easy for work to take over your life.



To learn more about Nathan Morris, and in particular Morris Accounting visit www.morrisaccounting.com.au

Until next time,

Wishing you many opportunities to SHINE this week,

Naomi Smith
Principal - SHINE Human Capital
Development

If you would like to be featured as a SHINY PERSON, or you know someone who would like to share their thoughts to inspire our readers, please contact us via email -

info@shinehumancapital.com.au .



To share the positive energy and inspiration, please forward this to a friend or colleague and invite them to subscribe to the weekly newsletter by visiting

www.shinehumancapital.com.au

We welcome like minded individuals to our network.

About SHINE

Shine is a specialist Workplace Employee Development Training Organisation dedicated to delivering results focused programs which are designed to "tune up" organisations' key assets -their staff. All SHINE training programs address the underlying factors contributing to issues such as staff burnout, high turnover, poor motivation, low employee morale, disengagement, extended stress leave, ineffective interpersonal relationships, lack of leadership and poor productivity.

About Naomi Smith

Naomi Smith has more than twenty years management experience within the corporate financial and business sectors and has consulted widely with small to medium businesses. She has been actively involved in developing women in roles with the Women in Business and Australian Womens Networks, undertaking numerous corporate and personal development programs. Naomi is passionate about assisting organisations gain a leading edge in performance through providing personal development training within the workplace.

www.shinehumancapital.com.au

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