

[illegible]

ferro care
grow BOLD

WORKING-TOGETHER

WHEN THINGS DO WORK

- BEING FEARLESS!!
- GIVING CLIENTS VERY BEST OUTCOME
- LISTENING TO THE TEAM
- SHOWING PASSION!
- VALUING TEAM!
- FOCUS ON THE WHY?
- ACCOUNTABILITY AND DELIVERY
- GOOD PLANNING
- BE CREATIVE!
- TRUST PRESENT
- RIGHT SKILLS
- RIGHT PEOPLE
- AUTONOMY
- CLEAR OBJECTIVES
- CLEAR ACTIONS
- ABILITY TO MAKE DECISIONS
- REALISTIC TIME FRAMES
- BRAINS STORMING
- OPEN COMMUNICATION
- TRUST TO RULE
- REGULAR CHECK INS

WHEN THINGS DIDN'T GO TO PLAN

- SKILLS FOR EXECUTION
- DECISIONS CHANGED
- CONFLICT OF PRIORITIES
- COMMUNICATING VIA EMAIL
- EVERYTHING IS URGENT!!!
- PRECONCEIVED IDEAS
- LACK OF TRAINING
- LACK OF RESPECT
- TRUST
- CONFIDENCE IN CONVERSATIONS
- NOT FEELING VALUED
- UNDERESTIMATING RESOURCES
- UNCLEAR ACTIONS
- FEAR
- CRICKET-SILENT RESPONSE
- SELF IMPOSED DEADLINES
- COMMUNICATION
- UNDERESTIMATING RESOURCES
- UNCLEAR ACTIONS

WHY?

- QUESTION EVERYTHING!
- HIRE TO BUILD TEAM CULTURE
- HAVING FUN!
- FOCUS ON MILESTONES
- STOP RUNNING AFTER SHINY OBJECTS!
- NO BACK TO BACK MEETINGS
- STOP MAKING THE SIMPLE COMPLEX
- STOP TRYING TO DO IT ALL!
- PROCESS DEBT (POOR PROCESS)
- STOP FOCUSING ON THE SMALL!
- STOP NOT LISTENING!
- STOP MAKING IT PERSONAL
- STOP REACTING TO SITUATIONS
- STOP BEING DEFENSIVE
- STOP SIGHING (Mental Down Down)
- STREVE TO ACHIEVE OUTCOMES!!
- HIGH PERFORMANCE TEAM!
- STOP THINKING WE'RE PERFECT
- STOP ICING EMAIL
- STOP IGNORING POOR WORK
- STOP TRYING TO DO IT ALL!
- PROCESS DEBT (POOR PROCESS)
- STOP FOCUSING ON THE SMALL!
- STOP NOT LISTENING!
- STOP MAKING IT PERSONAL
- STOP REACTING TO SITUATIONS
- STOP BEING DEFENSIVE
- STOP SIGHING (Mental Down Down)

CONTINUE

START

- RESPECT
- BE HONEST
- OPEN TO FEEDBACK
- SUPPORT EACH OTHER
- BUILDING RAPPORT
- TAKE TIME TO SAY HI
- GOOD MORNING!
- THANK YOU!
- RESOLVE IN THE MOMENT
- EFFECTIVE MEETING TIMES
- SHARING KNOWLEDGE
- DIFFERENT PERSPECTIVES
- REFLECTIVE PRACTISE
- LEAD WHOLE BUSINESS
- UNDERSTANDING DIFFERENT AGENDAS TO YOUR OWN!!

GRAVITATE

- MEETING AGREEMENT PRIORITET
- STICK TO DECISIONS
- COMMIT TO DELIVERY ON TIME
- LET GO OF THE PAST
- CLEAR AGENDAS
- MEETING
- FOCUSING
- LESS AND SHORTER MEETINGS
- I CAN'T TAKE IT ANY MORE!!

IGNORE

WWW.COMIX-EXPRESS.COM

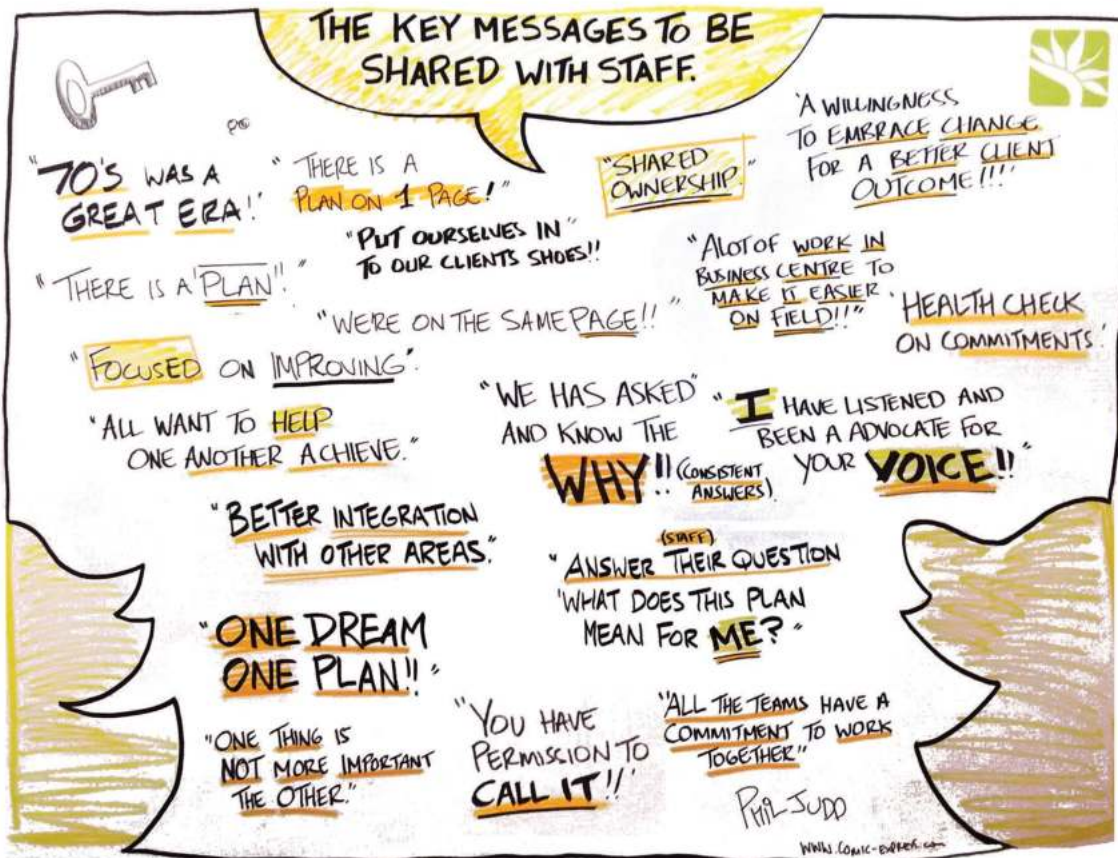
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Live Capture of Responses from an audience



**feros Retreat -
Relections
Capture Chart**

**feros Retreat -
Key Message
Chart**



Fetal Alcohol Spectrum Disorder - Thomson Institute



- INVISIBLE BASED DISABILITY.
- LEADING CAUSE OF CHILD DEVELOPMENT.
- RESOURCES FOR **FASD**
- CHILDREN EFFECTED - IN FOSTER CARE, INCARCERATED. INVOLVEMENT IN DISABILITIES
- MISDIAGNOSIS OF **FASD**
- EFFECTS ON EG COGNITIVE THINKING, DEPRESSION
- ADULT DIAGNOSIS - DOCTORS - PSYCHOLOGISTS. PUBLIC AT MOUTH OF SERVICE.
- NO DOING THERAPY
- 1ST IN WORLD FOR ALCOHOLISM
- CULTURE THAT NORMALIZES DRINKING BINGE DRINKING.
- 2 BINGE SESSIONS RISK OF **FASD**
- SOCIAL DRINKING DOESN'T COUNT?
- DRINKING OFTEN WAS SUGGESTED BY DOCTOR!
- FACE DEVELOPS WKS 6 TO 9 EARLY DRINKING DAMAGE.
- CHANGE FACE FEATURES EG EYES + TAILIP.

DIAGNOSIS

- AUDIT 'C'
- FAMILY Hx
- MEDICAL CHECKUP
- TESTS.
- EARLY ALCOHOL EXPOSURE?
- FUNDING VIA QLD UNI AND SUNSHINE COAST UNI.

Sunshine Coast Hospital and Health Service
Exceptional people. Exceptional healthcare.

FASD - The Hidden Epidemic



- ALWAYS EXISTED - RESEARCH REVEALED IT.
- 1968 - 1ST WORK IN MEDICAL LIT. IN FRANCE OF **FASD**.
- 1973 - FIRST RISKS TO PREGNANCY IN ENGLISH MED LIT. OF **FASD**
- 45 SINCE **FASD** SEEN AS DOSE RELATED.
- FETAL ALCOHOL SYNDROME ONLY VISIBLE FEATURE. (**FAS**).
- **FASD**
- **FASD** HIDDEN EFFECT AS WELL AS **FAS**
- 1999 - SUE MIERS ADVOCATE **FASD**.
- 2003 - ALCOHOL GUIDELINES.
- 2018 - **FASD** CENTRE OF RESEARCH.
- DEPT OF HEALTH - 10 YEAR PLAN
- HAVE A **FASD** MEASURING INSTRUMENT.
- 2018 PRESSURE ON WOMEN TO DRINK.
- **FASD** - HELPLINE.
- SUPPORT GROUPS.
- DIAGNOSTIC GUIDELINES.

HIDDEN = NOT GENERAL. **DISABILITY** - PREVENTABLE. ALWAYS BEEN HERE.

SUPPORT VOLENCE SOCIAL STIGMA.

RESEARCH SHOWN IT **EXISTS**

MEN & **FASD**

- ROLE IN DRINKING PATTERNS.
- NO DIRECT LINK TO SPERM/REPRODUCTION.

ADVERTISING.

Phil Judd

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CIDF Alcohol and Drug Foundation

FASD - Before and Others

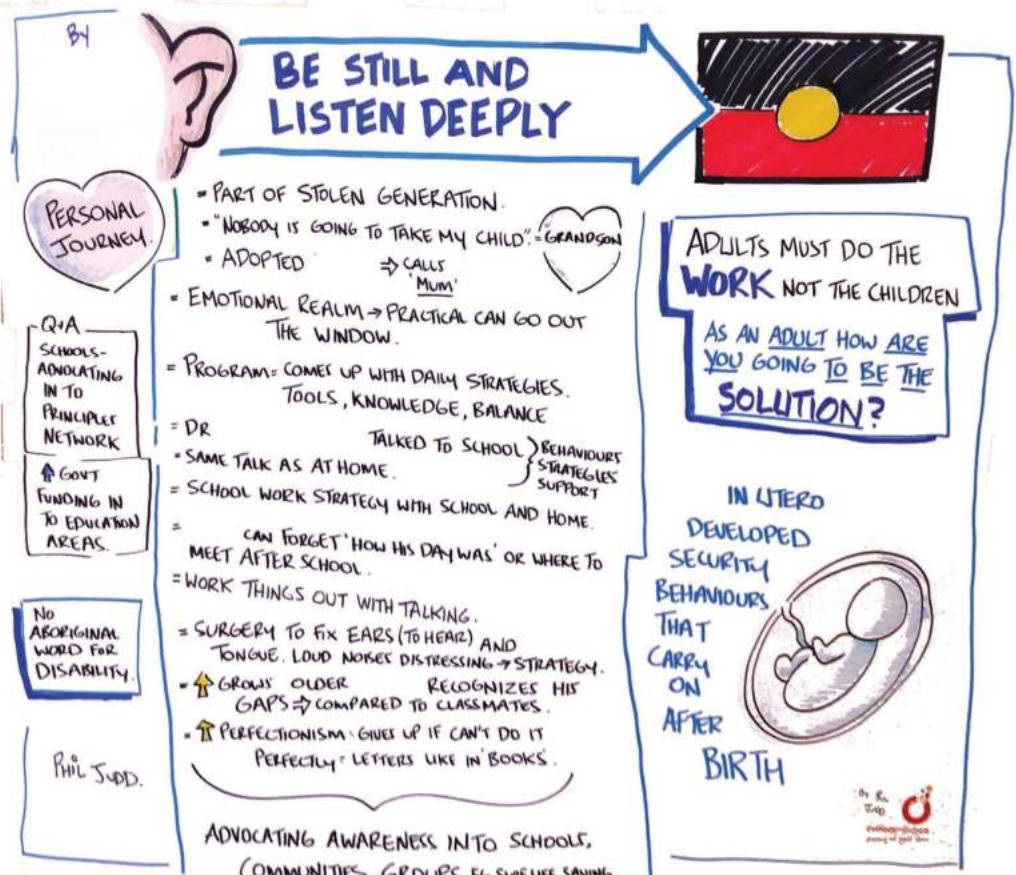
Fetal Alcohol Spectrum Disorder - Thomson Institute

Researching FASD



Listen Deeply

Please note
some text is
removed for
privacy

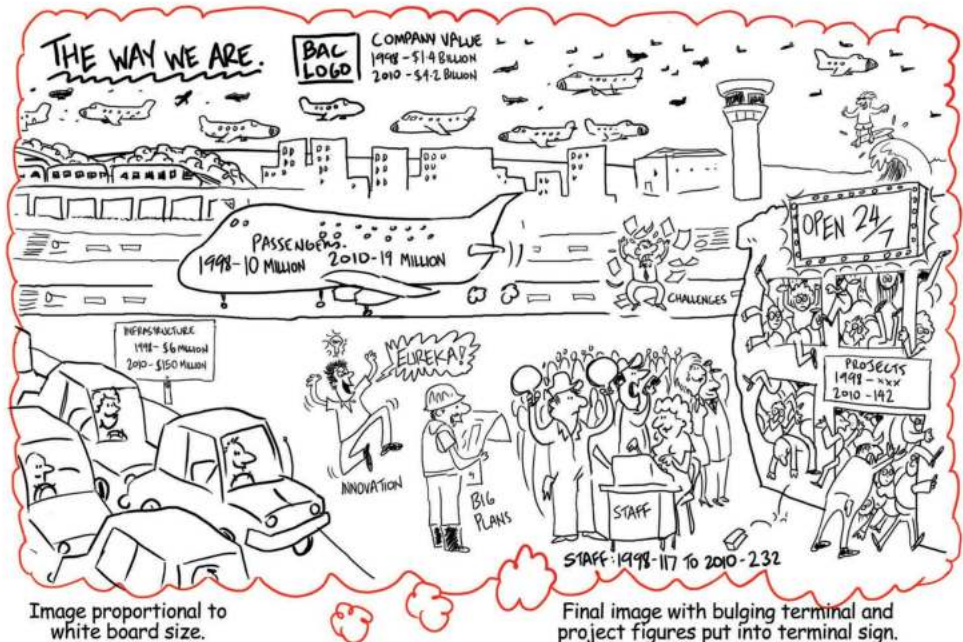


Brisbane Airport Corporation - Live Event



**'Before' Design -
Predrawn before
the day on
white board**

**'After' Design-
Drawn live
during a speech
changing the
'Before' image
as the speech
was given**



Final Designs redrawn as printable images after the event



Billiton BHP Summit - North Queensland

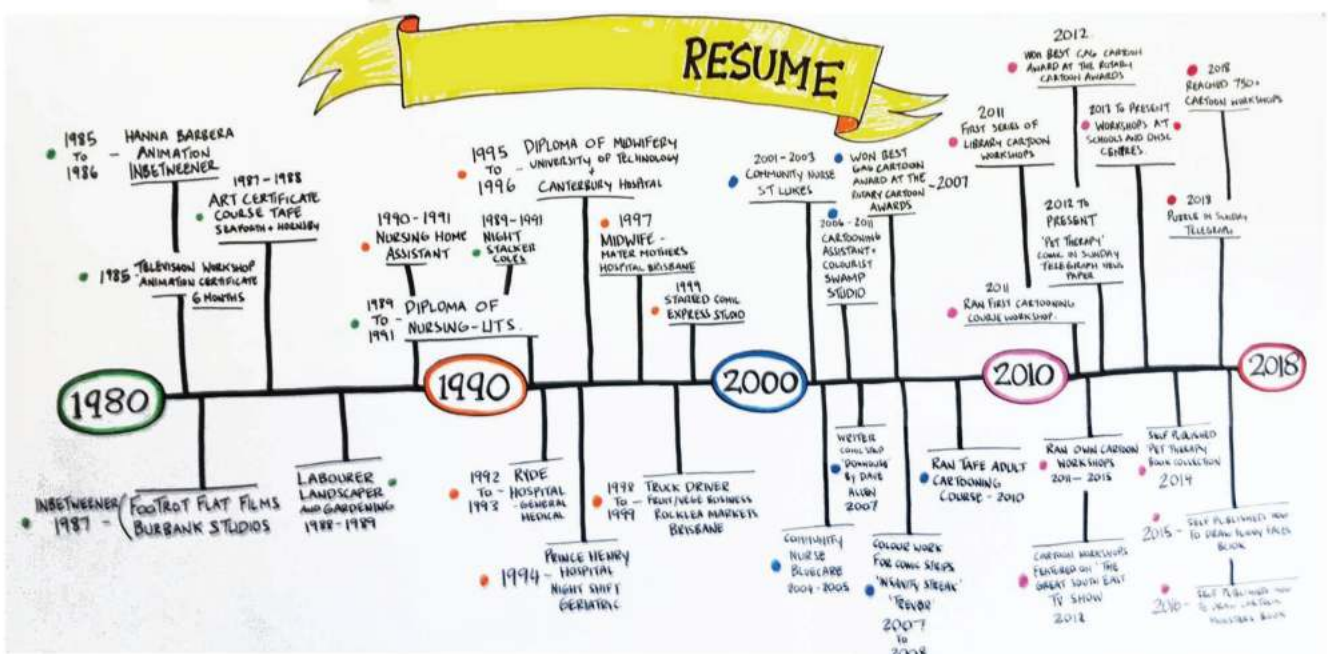


A Visual Map created for use during a live event

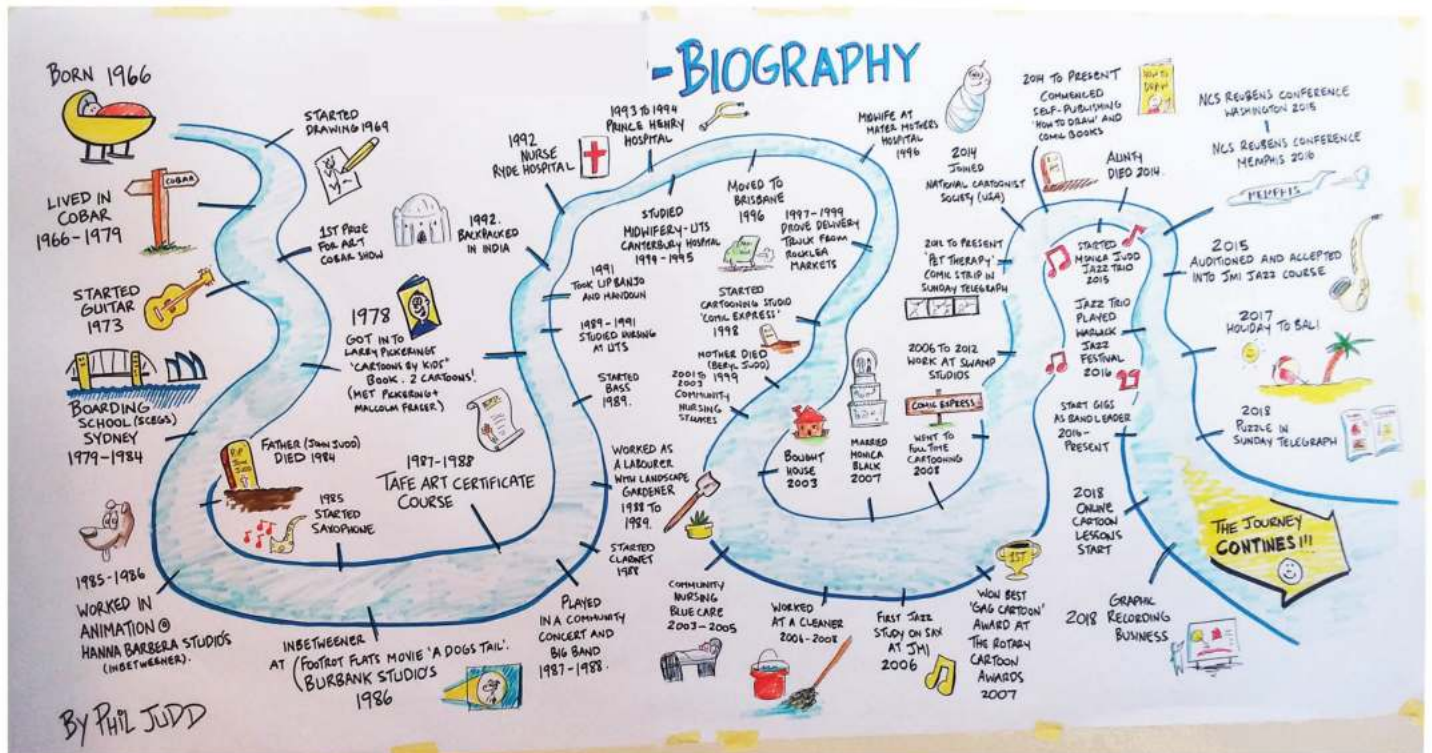




Resume Graphic Recording
Details removed for privacy



Miscellaneous Graphic Recordings



MATT CUTTS

TRY SOMETHING NEW IN **30 DAYS**

FEB 2018

STUCK IN A RUT!!



30 DAYS IS ENOUGH
TO ADD OR SUBTRACT A
HABIT



DAYS MORE
MEMORABLE



SMALL CHANGES

STICK AND
STAY!



WHAT ARE YOU WAITING FOR?

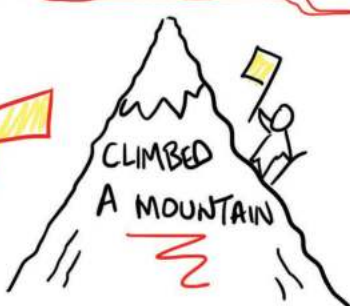
GIVE SOMETHING YOU ALWAYS
WANTED TO DO A **TRY!**



BIKE TO WORK
FOR **FUN!!**



I'M A
NOVELIST



INCREASED
CONFIDENCE

PS.