



News Flash

March 2009

International Business Women's Group
Web: www.ibwgdubai.com

IBWG Golf Day – Saturday 25th April

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For those of you who are keen Golfers you will be pleased to hear that IBWG Committee Member Pansy Gonsalvez has organised a grand Golf Day for IBWG Members and their Lady Friends. Keep Saturday 25th April open for this challenging and entertaining late afternoon event.

Even if you have never played before you will have the chance to take your 'First Steps in Golf' at the Emirates Golf Club, with an hour's "FUN" lesson conducted by the Golf professional, introducing you to the basic skills necessary to make golf an enjoyable game.

A separate flyer will provide full details so make a Date to learn or improve your golf!

see Diary Dates for 2009 on page 4

Do You Know Your Committee

Valerie Abernathy - joined the IBWG Committee in 1994. Originally from UK, Valerie now travels between Dubai & Houston, where her husband has retired. Being on the committee of the IBWG gives her tremendous satisfaction. *'I believe that nowhere else in the world would I find the support of as many dynamic and entrepreneurial women as we have in the IBWG and Dubai. I am constantly in awe of the women I meet. I feel privileged to know them and to call many of them friends'*

Yasmin Haji – joined the IBWG Committee in 2007. A Saudi National, Yasmin's current career focus is as an independent PR consultant for several beauty and media clients. *'The experience I gained from working with an exceptionally remarkable group of businesswomen is invaluable. They continue to inspire and empower me on every level.'*

Pansy Gonsalvez - joined the IBWG Committee in March 2008. Having spent 17+ years in the travel industry, Pansy is now Sales & Contracting Manager for two of Dubai's prestigious and award winning golf clubs in UAE. Her main focus is to develop and maintain relationships with the international/local market to increase golf rounds to Dubai. An Indian National, Pansy is pleased to be part of the IBWG Committee, a wonderful group of ladies who are positive, encouraging and just fab!!!

Jan Harrison - joined the IBWG Committee in 2009. A South African, Jan is currently working as a consultant in the HR field focusing on Organisational Change, as well as Training and Policy Implementation. Jan enjoys the friendly atmosphere within the IBWG which comes from committed members who reflect a genuine desire to interact with other women in business.

"Being an active member of the committee, and the group, has been consistently rewarding, motivating and inspiring. I believe you have to put in to get back,"

Claire Malcolm

IBWG Committee Member

<http://www.ibwgdubai.com/>

see IBWG Achievement Wall Format on page 5

Throughout 2009 IBWG will celebrate 25 Years in the forefront of Business Women's Groups in the Region



*An event for women who are looking
for a healthier lifestyle!*

Dubai International
Exhibition Centre, Dubai
8th-11th April 2009

IBWG Dubai to Showcase at Women's Healthcare Exhibition

***Annual event provides opportunity for members to spread
the wellness word***

Taking place from 8-11th April at the Dubai International Exhibition Centre and running alongside The Bride Show Dubai, this year's annual Women's Healthcare show also offers a unique opportunity for IBWG Dubai members to showcase their health and wellness-related businesses to an audience of local, regional and international women.

***IBWG Dubai members
interested in participating
should contact Claire Malcolm
claire@ibwgdubai.com
by latest Sunday, March 29th.***

IBWG Dubai will have a dedicated stand at the event, and invites members working in the healthcare, wellness and beauty industries to participate over the four days with on-stand presence as a base from which to promote their company/products to exhibition attendees.

Now in its second year, Women's Healthcare offers a wide range of health and wellness activities and displays - from a dedicated area for visitors to get active using the popular Nintendo Wii Fit and Nintendo Wii Sports games to free aerobics classes, drum circle sessions and complimentary salsa classes.

On a more serious note, the event also highlights the importance of health monitoring for women and will offer free mammogram tests from Al Tawam Hospital, health checks and blood sampling tests. Visitors can donate blood to the Sharjah Blood Bank as well as seek advice on alternative medicine and receive healthy food product giveaways.

IBWG Dubai member participation ... Depending on member response, we will allocate time slots over the four days to those interested parties who are able to commit to manning the stand for a designated period of time throughout the show. This is not merely a 'flier drop' opportunity.

The stand will be branded under IBWG Dubai and basic set-up is provided. IBWG Dubai members will be able to display promotional literature and pop-ups etc. The show is open daily from 2.30-10.30pm.

For more information visit
www.womenshealthdubai.com

Next Luncheon – Tuesday 14th April 2009 – Retaining Your Key Talent in Difficult Times

“Whatever business you’re in, the primary element that distinguishes you from the competition is your employees and the level of service they offer. What your employees do and how they act determines client satisfaction.”

You may invest thousands, or millions, of dollars in your facility, your phone system, or your computers. Yet, what matters most is how clients are treated by employees. Are you investing in your employees?”

Kelly Watkins – President

Express Concepts

www.KeepCustomers.com

Kelly is also a regular visitor to Dubai & guest Workshop Facilitator for IBWG

Are you an employer? Small or Large - your business relies on good staff. Our speaker, Steve Ashby of Appellon, specializes in coaching Business Leaders and Owners in strategy and performance improvement and has a wealth of experience in managing people.

In March we launched our ‘Book of the Month’ offer in conjunction with Right Selection - the online and mobile Resource Centre for Training and Development Initiatives which includes support for in house corporate libraries. Throughout 2009 Right Selection will recommend a book of the month as well as offering a 25% discount on any books purchased from their book display at the luncheon.

Remember we also ensure you network effectively with table seating which will put you next to members you may not yet have had the opportunity to meet and provide a Display Table for you to leave brochures, flyers, offers, vouchers, magazines or other items which you would like distributed to members at the luncheon.

Next Networking Breakfast - Monday 30th March

We are getting bigger and better role ups to these early morning gatherings. At 90/- Dhs for a full buffet breakfast, and a delightful restaurant all to ourselves, this is a super way to introduce your female colleagues to our Group in a relaxed informal networking atmosphere.

Our March Breakfast theme : ***If I wasn’t in recruitment I’d be a brain surgeon..*** - We all have career crises & not all of us have the opportunity to change direction in life. If you weren’t doing what you do now, where would you be & if you have made the career change leap of faith, was it the right decision?

Watch out for the booking notice one week beforehand.

Next IBWG Workshop - Saturday 4th April Finding Your True North

Julie Lewis will help you to Identify your values & internal drivers. Our values drive behavior, behavior drives our actions, our actions create results! A journey of self discovery without leaving the country! Powerful questions to create your life’s driving force. Leave the workshop with a clear path ahead!

Booking Flyer out on Monday 16th March - check your inbox

Diary Dates for 2009

	Luncheon	Breakfast	Workshop
April	Tuesday 14 th	Monday 27 th	Saturday 4 th
April	8-11 th	Women's Healthcare Exhibition	
April	Saturday 25 th	IBWG Golf Day at Emirates Golf Club	
May	Tuesday 12 th	Monday 25 th	
June	Tuesday 9 th	Monday 29 th	Saturday 6 th
July	Tuesday 14 th	Monday 27 th	
August	Tuesday 11 th	Ramadan	Saturday 1 st
September	Tuesday 8 th (Iftar)	Monday 28 th	
October	Tuesday 13 th	Monday 26 th	Saturday 3 rd
November	Tuesday 10 th	Monday 30 th	
December	Tuesday 8 th (evening)	New Year	Saturday 12 th

Please put these dates in your Outlook, mobile phone and diary so you don't miss out on any of our exciting 25th Anniversary events

Don't forget our website addresswww.ibwgdubai.com

March Luncheon - Managing Your Personal Finances - On & Offshore

Kara Thomson provided a thought provoking presentation with the following points on the benefits of holding funds offshore:

- 1) It may mitigate Sharia law implications in respect of probate
- 2) Offshore bank accounts & investments are portable & don't need to be closed as someone moves around the world
- 3) There are potential tax benefits of holding funds offshore rather than holding them in a person's country of origin
- 4) Access to cross border investment markets

What is Earth Hour?

There are only 13 days to go before Earth Hour. This event takes place on **28th March 2009 at 8:30pm** when all non-essential lights will be turned off for one hour so please ensure you keep a note of this in your diary!

Earth Hour

Once again Dubai Golf has pledged its full support and commitment to participate in this event in 2009

Pansy Gonsalvez –
IBWG Committee Member &
Sales & Contracting Manager
Dubai Golf
www.dubaigolf.com

This year, Earth Hour has been transformed into the World's first global election, between Earth & global warming - Switching of your lights is a vote for EARTH - leaving them on is a vote for global warming. Abu Dhabi & Dubai are confirmed as host cities in the United Arab Emirates for Earth Hour. Businesses, companies & residents of the UAE will be switching off their lights in support of this global warming action.

- Earth Hour began 2007 in Sydney - 2.2 million homes & businesses switched off their lights for one hour.
- In 2008 50 million people switched off their lights in a global sustainability movement.
- In 2009, Earth Hour is being taken to the next level, with the goal of 1 billion people switching off their lights as part of a global vote.
- Over 74 countries & territories have pledged their support to VOTE EARTH during Earth Hour 2009 & the number is growing everyday

We all have a vote, and every single vote counts. Together we can take control of the future of our planet, for future generations VOTE EARTH by simply switching off your lights for one hour, and join the world for Earth Hour

DO A LITTLE - SAVE A LOT

Your Contribution

If you have any interesting news or information that you would like to pass on to your fellow members use the Notice Board on the Website

Do you have something for the IBWG Achievement Wall?

So Ladies - What is happening? How are your 2009 goals coming along? - have you achieved something spectacular, great or just plain terrific. An award - a recommendation - sponsorship - any outstanding event that you would like recognition for.

Please email us at susharyn@ibwgdubai.com & we will nail them to our Achievement Wall & celebrate all of these at our end of year gathering

Please send your entry to susharyn@ibwgdubai.com in the following format:

Name:

Company:

What You Achieved (25 words)

When You Achieved (date)

These achievements should be here in the UAE affecting the local market & your local products or services.

IBWG Committee takes no responsibility for the accuracy of your statement & will remain totally impartial in any disputes which may arise as the result of your claims.

14 Tips That Can Help Keep Staff Motivated & Effective

Many successful managers say that employee motivation is today's key for improving staff productivity. "Our goal is to make ourselves better as a unit without spending more money and our only affordable strategy is to coax improvements from our people."

Here are 14 tips for leaders which will lift morale in the company & connect staff morale to company successes - this returns something to staff members who work better, faster & smarter in the process.

- Morale is the spirit your staff show as they work in your company. When morale is high staff get continued satisfaction at their jobs so you must work hard to establish morale & then to maintain it.
- Leaders establish morale by helping their people find pride & self-esteem in the job.
- Morale rises when you personally thank staff for doing a good job. Morale is highest when this recognition is given promptly, often & sincerely.
- Morale suffers if staff is praised for doing a good job when the work is actually mediocre. This dilutes the impact & meaning of earning recognition.
- Morale is strong in companies when leaders willingly take time to meet with employees & listen. To staff an open door policy means that their ideas for improving the company are heard.
- Morale is strong when leaders provide specific feedback to employees about their own performance, as well as their role in contributing to the success of the company.
- Morale is high when employees feel they will be rewarded for developing new ideas or showing initiative.
- Morale is strong when leaders involve staff in decisions, especially the ones that affect their jobs & careers. Staff may get the sense they can make themselves more effective & valuable.
- Morale is lifted if employees get the benefit of the doubt when mistakes occur. This reveals problems & shows staff their leaders want to help them do a good job.
- Morale is strong if you have high expectations of your employees' abilities - soon they will believe too.
- Morale is high if you find staff doing things right & reinforces the behaviours you want.
- Morale is high if you use positive reinforcement. This creates good feelings within employees.
- Morale is high when leaders make a big deal about the little things - Most jobs offer little opportunity for dazzling success.
- Morale is high when leaders reward staffers for their small successes - Praising progress toward a goal is as important as reaching an important goal which stretches the entire company

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