



PEOPLE AND PLACES

About Cavanagh Hayes & Associates

Michael and Margaret have had an advertisement on the back of The Granite News all year but most of us still don't know anything about them. I saw Marg at the Port Fairy festival in March and asked her to send in something about the business. They have been so busy that she has only just had the opportunity to reply. Thanks Marg and I hope this is of interest to some of our readers.

In a climate where I am hearing from so many friends that they are feeling undervalued and not appreciated at work and therefore looking for something else I think these issues are relevant at many levels of employment.

"Michael & Margaret Cavanagh, Cavanagh Hayes & Associates (CHA) have, since 1991, developed and refined methodologies for discovering what is really important to an organisation's customers, staff, board and stakeholders.



These methodologies centre on: rigorous discovery techniques, dramatically shorten timelines, actively engage staff in developing strategies and solutions, use of an interactive electronic audience response system to generate rapid, honest, anonymous feedback and responses, enable the organization to quantify qualitative data and leverage staff knowledge and skills.

Their methodologies run the full gamut from clarifying organisational purpose and values, requirements gathering, eliciting feedback from customers, staff and stakeholders, issues identification through to implementation and ongoing measurement and evaluation.

This is not a 'one size fits all' approach. Rather, each program is designed in close consultation with the organization to meet its particular needs. Change management and team building are natural by-products of this process.

Michael and Margaret have worked with a range of private and public sector, national, regional and international organizations throughout Australia, New Zealand, Asia and the United Kingdom.

Their areas of expertise include:

Facilitation
Strategic planning and implementation
Customer, Staff and Stakeholder Value Discovery
Issues Discovery
Customer and Staff Attraction and Retention
Problem solving and creativity
Ongoing measurement and evaluation
Leadership development
Systems thinking and Process Improvement
Staff training and development

Michael is also fully accredited to facilitate and administer:
Myer Briggs Personality Type Indicator (MBTI)
Zenger Miller Programs

From Margaret Cavanagh

YEA CHRONICLE

11 Jan 1917

A Visit to the "Chrystal" Mineral Springs.

On New Year's Day a large number of residents of Highlands and their friends made a pilgrimage to the newly discovered mineral springs, situated between Dropmore station and the Black Range and quite close to Hughes' Creek.

The start was timed for 12 o'clock and all sorts of vehicles were commandeered to convey the pilgrims thither. Mr Neil Lade, the well known and accomplished whip, led the way in fine style with a tandem waggon load of ladies. Then came buggy and jinker loads and a goodly number of equestrians.

The first place of importance to pass was "Fort William." "The Fort" is perched upon a high hill, from which one has a splendid view for miles around. The owner combines cultivation with grazing, with the result that a magnificent crop of oats is shown in the stook.

A couple of miles further on one gets a glimpse of "The Caveat." Here again the great fertility of the soil is demonstrated by the multitude of stooks in the cultivated areas.

Every turn of the track (it cannot be called a road) brings fresh scenery to view, Beautiful fern gullies full of musk, hazel, and dogwood abound on every hand, and umbrageous blue gums waved their aromatic branches over the heads of the travellers, while their long leaves, moved by the gentle breeze, seemed to beckon the pilgrims on.

After a very pleasant drive a sudden halt is made, and horses are outspanned and firmly secured to fence and tree, and a very straggly cortege might be seen, loaded with hampers and other picnic impedimenta, making their laborious way to the final rendezvous:

The spring was soon discovered, and all stood around in wonderment at what might fitly be termed Nature's great soda fountain, bubbling forth from the mountain. Young and old drank and drank, and drank again, from dainty glass and modest pannikin, and when they could drink no more, empty demijohns and bottles were filled with the sparkling fluid, and, later, handed round to the unbelieving Thomases who stayed at home.

When the first novelty had somewhat worn off a start was made for Hughes' Creek, where a great canyon is carved cut of the solid granite by the waters of millions of years, or anyway, ages before poor old Hughes or Chrystal were ever dreamed of.

By mutual agreement the sexes parted company, as the ladies wished to lave their snowy feet in the purling brook afar from the prying eyes of peeping Toms, and the gents further down stream suddenly evolved into white savages, and cut many a curious caper careering down the creek in wild corroboree. A loud coo-ee from paterfamilias (who undertook to boil the billies) brought all back to the spring, where a bountiful repast was partaken of.

After some songs and recitations were rendered by visiting and local artists, the whole company were photographed by Mr Harry Francis, and a start made for home.

"A most enjoyable day" was the general verdict, and there is no doubt but that the pilgrimage of 1/1/17 will be the forerunner of many an equally joyous one in the long years to come.

Thanks to Louise Currie for sending this in. (this came with no paragraphs so I have added them, odd I thought)

COMMUNITY WHAT'S ON CALENDAR - NOVEMBER/DECEMBER 2012

Week 25th November	TERIP TERIP RECREATION RESERVE Mowing Roster Neville & Sue Debney George & Trish Uden
Week 25th November	WHITEHEADS CREEK -TARCOMBE RURAL FIRE BRIGADE Tim Hayes TRUCK ROSTER Lindsay Heffer
Wednesday 21st November	HIGHLANDS/CAVEAT FIRE BRIGADE NOTICE There will be training sessions run every Wednesday night. Members must attend a training session to be classed as component for this coming fire season. All sessions will be from 7pm til 9pm, Sharyn 0437281072 or Les 57969265
Friday 23rd November	Fire, Fauna and Understanding our Landscapes The Department of Sustainability and Environment & the Goulburn Broken Catchment Management Authority invite you to: Goulburn Broken Biodiversity Research Forum. Come along and learn more about the biodiversity research happening in our region. 9.30 am for a 10 am start, until 4.30 pm Morning tea, lunch and afternoon tea are included. RSVP with your attendance and dietary requirements to Julie Masters on (03) 5761 1611 or email Julie.Masters@dse.vic.gov.au
November 24 and 25	EUROA COMMUNITY CINEMA "Looper" 118 mins 3.5 stars (MA) Action / Sci Fi This is a difficult movie to describe It involves time travel (60 years forward and then 30 years back), criminal organisations, unwanted bodies, undercover agents, victims and a big bag of suspense which many people just love! Challenging, intriguing and definitely unusual, the movie stars Jeff Daniels, Bruce Willis, Emily Blunt and Joseph Gordon-Levitt. This has rated extremely well in all reviews but it is up to you to decide what makes an exciting movie and one worth coming out to see! We aim to please!
Saturday 24th November	YEA SHOW Come along and enjoy the many attractions including a visit to the display hosted by Steve Joblin, the Project Officer for the Strath Creek Biodiversity Project Yea Recreation Reserve
Sunday 25th November	CFA SUNDAY 11am to 2pm at Highlands Fire Shed Come and see our trucks & equipment, meet our Firefighters All welcome to get up to date information and brochures. We will try to answer any questions you might have. Applications to join our CFA brigade available. See you there
Wednesday 28th November	HIGHLANDS/CAVEAT FIRE BRIGADE NOTICE There will be training sessions run every Wednesday night. Members must attend a training session to be classed as component for this coming fire season. All sessions will be from 7pm til 9pm, Sharyn 0437281072 or Les 57969265
Friday 30th November	ROCKY PASSES TAPAS Last tapas nights for 2012: Enjoy tapas and wine and music in the courtyard at Rocky Passes from 6:30 pm. Extended bar license. To book, please call 57969366 or email contact@rockypasses.com.au
Saturday 1st December	YEA COUNTRY MARKET DAY 9am to 2pm Yea Railway Park, Station Street, Yea Save the Date! Meet Me At The Market Bringing the Community Together You'll find the very best of local producers, makers and growers at the Market - come along and support your local community
December 1 and 2	EUROA COMMUNITY CINEMA "Ruby Sparks" 104 mins (M) Drama 3.5 stars An author with writers block is stressed about life when he is inspired to write about a fictional character that he has seen in his dreams – "Ruby Sparks" However, when Ruby comes to 'life', his 'life' takes a different turn. She does everything he writes about ... including being his girlfriend, speaking French, anything!
Friday 7th December	HIGHLANDS COMMUNITY CHRISTMAS BREAKUP Highlands Hall BBQ at 6pm BYO meat and salad to share Christmas Carols Santa at 7.30pm Please come along! Bring a present for your child to school before the night (\$5 maximum)
Monday 10th December	The Strathbogie Alternative Fertiliser Trial site field/open day has been changed to Monday 10th December (previously Friday 23rd Nov). 9.30-12.30, David Hamilton's property, Bullagreen Murray Greys, 1948 Euroa-Strathbogie Road, Strathbogie (opposite corner of Delahey Rd) Results to be presented: soil tests, dry matter yield (DMY)/ha, cost/kg DMY of each treatment, preferential grazing by stocks. Further info contact: David Jamieson 5790 5236 or 0423 328 321
Wednesday 12th December	HPS Concert: Students have started work on the 2012 School Concert. Highlands hall. This year's concert is 'The Adventures of Cuthbert and Nigel' and follows the expedition of these two office clerks. Susan has again written this terrific play and comes to school a couple of times a week to take rehearsals.
Friday 21st December	ROCKY PASSES TAPAS Last Tapas Night for the year at Rocky Passes from 6:30 pm. Why not have a night out before the Xmas busy-ness starts. To book, please call 57969366 or email contact@rockypasses.com.au

Classifieds & Community Notices

BOOK REVIEW

The Same stuff as stars
Katherine Paterson

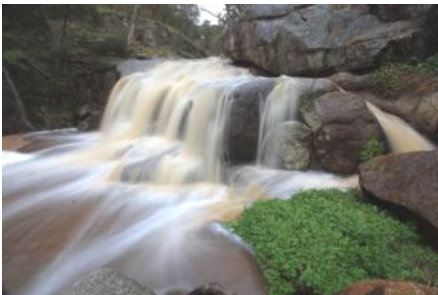
The latest book from Katherine Paterson is yet another great little read. She has always drawn her characters well and succeeds in engaging the reader's sympathy or contempt for them in just a few pages, as well as telling an excellent story, and this book is no exception. Angel and her brother Bernie have the most useless, selfish mother who decides that she has had enough of the responsibility for them and dumps them at their great-grandmother's house. With their father in jail the children just have to make the best of it. 11 year old Angel finds herself being both mother to Bernie and carer to her grandma and wonders what she has done wrong. If it wasn't for the mysterious 'Starman' to show her all the wonders of the starry sky then life would be abysmal. However when her brother Bernie disappears she has to confront the fact that the only person she can really rely on is herself.

By Pauline Roberts

PHOTOGRAPHIC BOOK OF MURRINDINDI COMING

Below are two photographs taken by Donovan Wilson, who is in the process of producing a book of photographs of the Murrindindi Shire.

These photos were taken in Highlands of Jacks Creek Falls and some black cockatoos. Many thanks to Don for sharing them with us.



STREETS OF INITIATIVES GRANTS PROGRAMME

The Strathbogie Shire is calling for more submissions to its Streets of Initiatives grants program.

Grants of up to \$1000 are available to groups of neighbours to do small projects together. The goal of the grant is to support neighbours to work together in informal ways and to make it easier for people to access funds for small projects.

For a project to be eligible it needs to have one of the following goals;

- Promoting social connection
- Improving the appearance of a shared space
- Facilitating the sharing of resources or ideas
- Promoting health and wellbeing.

A group of neighbours is not just people living on the same street in a township, but also includes farming neighbours.

For further information about the Streets of Initiative Grants please contact Annette Ross, Community Development Officer, on 5795 0086 or via email info@strathbogie.vic.gov.au

WATCH OUT FOR LOG TRUCKS

Pentarch Forestry Services have started harvesting the pine trees on Spaniak's Road, Highlands. They will be travelling on the roads to Seymour and Euroa. They will try and avoid times when the school bus is operating although this isn't always possible. As they will be on our roads until March 2013 we will need to take extra care. If you have any concerns, please ring Angelo La Spina on 03 52771540 or mobile 0403530065.

Angelo has put out signs on the road to alert drivers but sadly, last time he did this, someone kept stealing the signs. Given the signs are there for the safety of all drivers this was a particularly stupid act. From Miranda

BITS OF BOTANY AND BIRDS

Slender sun orchid *Thelymitra pauciflora*

These little blue-mauve flowers don't look typically orchid, – their 3 petals and 3 sepals (the outer row of petals) are all a similar size and shape, but the centre, though small, can be seen on close-up to be curved and hooded.

In our front paddock we've currently got 100 or more of them growing. The flowers are 1 to 2 cm across with up to 4 per stem, and they only come out on sunny days. There are several other sun orchid species in a range of colours, including a pink one common at Wallaby gully, the other side of Ruffy.



HIGHLAND RAMBLERS

With Andrew unable to attend the October walk we were briefly at a loss for a destination when Peg saved the day by suggesting Spaniak's road, and a perfect choice it was.

We strolled as far as the pine plantations and returned by the same route, with Peg and Doug driving down and meeting us for lunch. It was great to have them along again, even if they didn't actually walk it.

The other excitement of the day was Brownyn very nearly stepping on a tiger snake sunning itself in the middle of the road.

Many wildflowers were out, including very large numbers of both species of native violets. This will probably have been the last ramble for the year – as the November date clashes with the big bike ride to the Highlands hall, we won't have a walk that day.

By Louise Currie

Rocky Passes

Tastings & "blackboard menu" lunch
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Tapas bar
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the month
from 6pm

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