

Corporate
AdviceBy Caryn
Walsh

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It doesn't matter where we work, or with whom.

The principle of 'Mediocrity' at work remains the same. And we see it everywhere.

I call them the 'walking dead.' People who arrive at work with nil passion, less ambition and a bad attitude to do the very least they have to do to present inadequate and unchecked outputs to their bosses.

And they aren't the problem. Their managers are, because they accept this mediocrity time and time again, so they get more of it.

If you, as a leader or manager

MEDIOCRITY

The More You accept as a
Leader, the More You'll Get

tolerate and allow mediocrity, we promise you that this is what you will get.

And if you think mediocrity is tempting, think again.

In a results-drive world, you don't want to be the mediocre manager or one who accepts it. In the fast-paced competitive world, it's not what you are paid to do.

What is Mediocrity?

Mediocrity is 'being ordinary, a lack of inspiration or indifference, not very good or not talented at anything in particular.'

I think these words define mediocrity well, but I like the idea that it means 'not caring.'

In other words, when we behave in a mediocre way, we don't put our best into what we're doing and we don't really think about the impact this has on others or how others see us when we are mediocre. Simply, we don't care enough.

'The toughest test of a manager isn't dealing with poor performance — it's addressing mediocrity.'

'Don't let lacklustre performance fester. Start by showing how mediocrity negatively affects your team, the Organization, and your customers.' - Harvard Business Review

The disadvantages of being Mediocre in your work:

- People, including your leaders, don't see you as somebody

whom they can trust, except to submit work is that late or incorrect. You're not trust-worthy

- Leaders don't count on you to climb up the Organisation, because they're looking for people who have passion, want to do their best and take time doing things right and well

- You'll never rise above mediocrity because if you do it long enough, your benchmark for yourself becomes just that — average

- People will always be looking at your work or micro-managing you because they know it's the best way to get the average work they need out of you

- If things get tough in an Organisation and people are told to go home, it's often people who lack passion or care in their work who are the first to go. Is this you?

Mediocrity is an attitude.

It's a lazy way of doing something that produces sub-standard outputs and results.

5 ways to avoid Mediocrity

Employee Excellence – the ultimate goal of every leader

The quality of 'being outstanding or extremely good' is the definition of excellence. People or acts that are at the top of the game, every

WHY DO LEADERS
ACCEPT MEDIOCRITY?

As I said, there may be many reasons.

- Nobody does the work better than you. Which is a good thing, because the people around you are mediocre at what they do so you do more.

- Accepting mediocrity requires less emotional energy.

Let's face it, leadership and managing people is often hard work and you're constantly multi-tasking.

You're sorting out complaining customers, warring team members, demanding leaders, the sick dog at home that needs to get to the vet, unhelpful Board members, sales representatives.... the list goes on.

Whilst you are concentrating on so many areas, it's just simply easier to do it yourself.

- It's the path of least resistance.

Mediocre performers are just that.

Mediocre. Not too good nor too bad.

Better the mediocre devil you know than the one you don't.

Let's stick with what's comfortable. Wrong! In the long run, it will count against you.

- You don't have to get involved (again) in ongoing conflict with the non-performing employee.

So instead of working out how to get them to shape up or ship out, you put up with more mediocrity. So more you will get.

time.

Excellence, like mediocrity, is an attitude.

The more we want to thrive or shine, the more we want to be seen to be professional and exemplary at what we do, the greater our level of excellence in what we do.

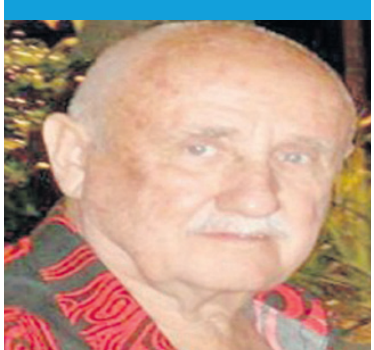
'Want to discuss mediocrity in

your Organisation and learn how to create more engaged and competent employees?

We're working with key Organisations in Fiji such as RBF, various Ministries, Vinod Patel, EFL, Rosies, Westpac and HFC, to name a few.

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Analysis



By John Ross

John Ross is a Nadi-based marketing and advertising specialist with a long background in tourism and property development. For feedback on this article, please email him: johnrossfiji@gmail.com

A wall construction product, branded Dincel, will be launched in Fiji.

The product has been in wide use in both Australia and New Zealand and usage has spread around the world.

The manufacturer expects the Dincel system to quickly become the benchmark in wall construction in Fiji because of the many benefits it provides over existing construction methods.

Often in Fiji, technology that saves time in construction is dismissed as builders believe that they can save money by using cheap labour, but Dincel offers many other advantages as well as speed of construction.

The Australian walling manufacturer Dincel Construction System has been ranked as the fastest-growing APAC building product Supply

ADVICE

New Building Technology to Launch in Fiji

FASTEST GROWING BUILDING PRODUCT COMPANY IN THE WORLD

Company as part of the Financial Times' inaugural report for the region: FT1000 High-Growth Companies Asia-Pacific 2018.

The Financial Times analysed the 2013-2016 economic growth performance of 10 million companies across 11 countries - in unlimited industry sectors - including Australia, New Zealand, Hong Kong, India, Taiwan, Japan, Malaysia, Indonesia, Singapore, South Korea, and the Philippines.

It then ranked the top 1000 companies according to revenue percentage growth for report inclusion.

Following 190 per cent revenue growth between 2013 and 2016 financial years, Dincel Construction System ranked:

- 1st as a building product supply company

- 7th fastest-growing as a construction-relevant company

Brank Dincel proud of growth

Dincel founder and chief executive officer Burak Dincel said "We're extremely proud of these achievements and we're looking to continue our growth in 2018.

We have already expanded our sites, manufacturing facilities and staff, and have some very exciting new developments in the pipeline particularly for gas/oil, agricultural, civil, mining and multi-storey building structures."

Dincel is a waterproof permanent polymer formwork which encapsulates concrete infill.

The stay-in-place polymer formwork provides an impervious membrane skin that protects the concrete

from the exterior environment, hence eliminating concrete cancer.

This results in building structures achieving significantly extended building life.

Mr Dincel states that this extended life would not be less than 100 years.

Other important points about the Dincel polymer is that in the event of a fire; its smoke is non-toxic and there is no limitations for its use - including building facades and for the worst bushfire conditions.

The basic component is a lightweight, hollow, engineered polymer box with internal reinforcing that comes in four different profiles, each designed for use in the construction of different height buildings up to sixty storeys.

The external polymer skin provides a waterproof, crack and corrosion free structural walling solution.

The Dincel units are placed in position and locked together, reinforcing steel is placed, conduits for services are placed and concrete is poured into the structure forming what is in reality a reinforced concrete structure with finished external areas.

The Dincel unit is available in a series of curved shapes so that contoured walls can be created as required by the plan without the need to build special curved forms.

All Dincel construction will meet the compression load specifications for buildings up to sixty stories high.

The Dincel system

The Dincel system can be used anywhere concrete block is usually considered but it is far superior in

many ways.

The wall is erected using a "snap-lock" technology where each unit simply locks to the adjacent one to quickly create a wall formwork.

The individual units are very light and easily handled by workers at the site and safety and manoeuvrability are enhanced.

Because it is so easy to place the individual units and lock together to form the wall, fifty percent savings on construction time can easily be achieved.

Because the external and internal surfaces of the finished wall are waterproof, and prevent mould and mildew forming, the walls don't need render so a great deal of time and materials are saved.

The light weight of the Dincel unit also makes transport to the site easy.

The Dincel system needs less reinforcing steel than concrete blocks because the permanent formwork has its own structural strength, the internal design prevents air voids when concrete fill is poured and there is an internal crack control feature.

The finished walls are also fire resistant to Australian National Standards, and should a special effect be required the surfaces are easy to render to achieve the desired result.

Tiling on the external surfaces is also simple with, no additional preparation required.

Digicel's best environmental practice approved PVC is free of heavy metal stabilisers and plasticisers and allows recycling during manufacturing, construction and end of

lifecycle clean up with no need for special disposal practices.

The Dincel system has also been tested and approved by CSIRO for acoustic performance to provide the required level of quietness without the need for additional insulation and creates earthquake and cyclone proof buildings through ductile composite action, thus achieving greater safety for occupants than that offered by concrete block alone.

Concrete such as that used in the manufacture of concrete blocks, is porous allowing moisture to penetrate the structure and corrode the steel reinforcement or cause blistering of the external surface.

The system is also available in a range of curved components which allow structures other than flat surfaces to utilise the product.

The waterproof external surfaces also allow the system to be utilised in the construction of water tanks, reservoirs and ponds.

The system is approved for the construction of load bearing walls up to sixty storeys high.

One area of high usage is in swimming pool construction because of the fully waterproof nature of the polymer waterproof skin if the formwork.

Dincel Wall was developed to meet the construction industry's multiple building requirements and overcome the problems that can plague traditional building materials and systems- addressing material cost, speed-of-construction, compliance, defects and building longevity.

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