



SALISBURY
Business Association

Salisbury City Centre Business E-News Friday 5th April 2024

Spotlight on Salisbury City Centre
(Fortnightly Publication of the Salisbury Business Association Inc.)

Salisbury
CityCentre



Salisbury City Centre ... Something for everyone!

Our new marketing campaign ...



We are in the process of launching our new City Centre branding we which we have developed as a follow up to the I ♥ Salisbury Campaign we have run previously.

All City Centre businesses are encouraged to share this branding message on your website or social media. Please email info@salisburyba.com.au for the images and lets share this positive messaging with our customers, clients and patrons.

Salisbury ANZAC DAY 2024 Service

You're invited to attend the Salisbury RSL ANZAC Dawn Service on 25th April 2024 at The "Memorial" Orange Avenue Salisbury

The pre- service commences at 0545 hours and the service will commence at 0600 hours

Following the Service please join the RSL for breakfast at the RSL Clubrooms. Note that breakfast inside the RSL requires a limited pre-purchased ticket for \$15 and are available from the RSL Bar or contact the RSL should you wish to do so rsl.sals@bigpond.net.au



ANZAC Day Trading Hours ...

Many John Street (excluding Parabanks) and surrounding streets businesses are identified as **Exempt shops**

An exempt shop can trade on any day of the year during hours that suit the needs of the business and its customers. An exempt shop is a shop that is not located in the Greater Adelaide Shopping District or a Proclaimed Shopping District or if located within the above - has a retail floor area not exceeding 200m² or not exceeding 400m² if a supermarket/grocery store.

Out of respect for those who served and those who currently serve our Armed Forces, we ask businesses to remain closed until 12pm



What's on this weekend ...

Salisbury Football Club Juniors

Magpie Market  **FREE ENTRY**

Salisbury Football Club
Memorial Avenue
Salisbury, 5108

with over 80 stalls **ON THE OVAL**

Kids entertainment
Footy Activities to Come n Try
SFC BBQ - Food Trucks - Coffee van
Footy on the TV - Gin tasting
Bar open from 11am

SUNDAY 7TH APRIL 10AM - 3PM

Made with PosterMyWall.com

📅 Networking, Events & Resources ...

🗨️ BNI Performance Plus Networking Event



The BNI Performance Plus is Salisbury's newest networking chapter, dedicated to helping Northern Adelaide businesses flourish through word-of-mouth referrals. .

Event Details: **Every Friday 7:15 for 7:30am** start, **concluding at 9am – Stockade Tavern**

Ticket includes coffee and light refreshments to kickstart your networking experience.

Tickets are \$15 and available from:
<https://www.eventbrite.com.au/e/boost-your-business-bni-performance-plus-networking-event-tickets-777972164687>

🗨️ April Northern Business Breakfast: Guest Speaker - Hon. David Speirs MP, Leader of the Opposition

Shadow Minister for Environment, Small and Family Business, Public Service, Disability.



northernbusinessbreakfast

Wednesday 24th April
6.45 – 8.30am
Old Spot Hotel

Theme: The Liberal alternative : Valuing and supporting small, medium and family businesses

Ticket costs remain at \$30pp/\$55 for 2 people from the same organisation. So terrific value, with a cooked breakfast, interesting speakers, great networking and no membership fees

Please Note: Ticket numbers are capped and no late registrations will be accepted and prior event registration is a security requirement..

DON'T MISS OUT, Book early at
<https://NBBapril2024.eventbrite.com.au>

The Northern Business Breakfast is proudly presented by



And supported by the
Salisbury Business Association Inc.

🗨️ Women in Business April Networking Event

Wednesday, April 17th, 5.15 – 8.30pm featuring Cassie Day, Founder & Managing Director - The Carers Place.

Discover the compelling stories and experiences that have shaped Cassie's journey, as she shares valuable insights on business growth, positive change, and the power of resilience.

Tickets are \$35pp, so don't miss out go to <https://tinyurl.com/5jfp2nej> to book.



📅 The Federal Wrap Up with Matt Burnell MP, Member for Spence

Great news for Australia's wine industry. China has announced that tariffs on Australian wine will be lifted.

This means SA's thriving \$844 million wine industry across the Barossa and the North can be restored and it's fantastic news for the incredible grape growers, wine makers and producers here in Spence and across Australia.

The office of Matt Burnell MP, Federal Member for Spence is centrally located within the Salisbury City Centre, within the Hoyts Salisbury Cinemas Complex..

His office is available to help you on a range of federal issues. Please do not hesitate to call 8258 6300/email Matt.Burnell.MP@aph.gov.au



Matt Burnell MP
FEDERAL MEMBER FOR SPENCE

Your Community Voice

📞 08 8258 6300 🏠 02 6277 4495
✉ Matt.Burnell.MP@aph.gov.au
📍 8/2-10 James St, Salisbury SA 5108
📱 [MattBurnellMP](https://www.facebook.com/MattBurnellMP)



This office is located on the lands of the Kaurna people



Feature Article ...

Leadership And Managing People Leading a Business That Can Thrive in a Chaotic World

Thomas Buberl, Bill George, Hubert Joly and Nitin Nohria
Reproduced from HBR April 01, 2024



Summary. Worldwide, the past few years have been marked by multiple, intersecting crises — and things aren't likely to get less complicated anytime soon. The authors met with a group of CEOs to discuss how they

lead amid this ongoing chaos. To thrive in this chaotic new...more

This challenging context is causing significant stress for these business leaders and their employees.

What emerged is that leaders need to aim higher than simply *withstanding* or responding to these seemingly never-ending shocks. Although playing defense may be necessary, it's not sufficient on its own. Leaders must instead ensure their organisations can *thrive* in this new environment. Here are 5 strategies for accomplishing this.

Take care of yourself

Crises are stressful and exact an emotional toll. Since the Covid-19 pandemic, organisations have become more attuned to the importance of their employees' mental health and well-being.

To build organisational resilience, it is essential to create a caring and supportive environment for employees. Yet, just as we're instructed to put on our own oxygen masks first, leaders must first take care of themselves before they can care for others. Even though crises require leaders to show confidence, they should not try to be superheroes, but recognise they too are only human.

Reaching out and getting help and support is not a sign of weakness, it is an essential self care approach. Consider exercise, meditation, healthy eating and a gratitude practice to complement your day. . Actively seek out others who can provide useful counsel. Caring for you physical, mental, and spiritual health as part is a crucial part of your job.

Lead with values

Fundamental values and principles remind us of what's important so that we don't get lost in the fog of uncertainty. Now, more than ever, the importance of anchoring leadership around core values and principles is a must, as these remain stable even when the environment isn't.

Leading using a collaborative style and rally your team around the values they shared. Consider three principles to shaped the way forward: 1) Make the safety of employees and customers your highest priority; 2) avoid redundancies as long as possible, and 3) make decisions based on long-term value creation. Having these values-based ground rules will enable the retention of employee goodwill and the business to thrive as the market rebounds.

Seeing opportunities

Even the most challenging situations offer opportunities. To discover the best ones, leave your office and go to the marketplace to listen to customers and your frontline employees, understand their needs, and determine how to best meet them.

Redefine winning

Redefine what it means to "win" in this new environment.

Many workers have changed their view of work and careers in the last few years. E.g. one survey found that only 27% of "*knowledge workers*" have a healthy relationship with work, and another found that most employees care more about their company's impact on the world than they do about traditional measures of business success, such as financial metrics.

Develop a purpose-driven culture and associated metrics that inspires employees to meet human needs with innovative, high-quality products and services.

Create energy

The current environment is so draining for employees that the leader's primary responsibility is to become a **chief energising officer**.

Develop an inspiring vision for your business, craft a winning strategy, and create an operating environment where it was safe to speak about performance issues and easy to get help from others.

Develop a growth mindset and empathy for customers and employees by encouraging employees to experiment, learn from failures, and collaborate across boundaries. Be a role model by admitting your own mistakes, ask for help, and praise the achievements of others, leading to an open, energising environment where innovation could flourish.

To thrive in this chaotic new world, organisations need leaders with inner strength, character, and a moral compass. By continually adapting and learning, they'll enable their organisations to navigate these changing times.

Read the full article at
<https://hbr.org/2024/04/leading-a-company-that-can-thrive-in-a-chaotic-world>

Effective Cash Flow Management

Managing cash flow is a critical skill for small business owners.

Good cash flow can help ensure your business always has enough money on hand to pay bills and expenses. Here are some tips to help you manage your cash flow and keep more money flowing in your business:

<https://business.sa.gov.au/resources/articles-and-advice/managing-cash-flow-tips-for-small-business-owners>

Do You Call or Email Staff Outside Work Hours?

The "Right to Disconnect" one of the key changes under the Fair Work Legislation Amendment (Closing Loopholes) Act 2023 starts from 26 August 2024 for businesses that employ more than 15 employees.

For employers that employ less than 15 employees this change starts 26 August 2025.

This means that eligible employees (covered by the Fair Work System including award and enterprise agreement free employees) will be given a new 'right to disconnect' outside of work hours. The new right to disconnect does not prevent employers or a third party ringing an employee, texting them or sending an email outside of working hours. It does allow an employee outside of their working hours to refuse to monitor, read or respond to contact

(calls, texts, emails etc.) or attempted contact from their employer

It's important to note that this right also extends to a third party contact such as a client or customer. The right to refuse cannot be exercised if the refusal is unreasonable and rules will apply when determining whether an employee's refusal is unreasonable or not.

Employers and employees will be able to go to the Fair Work Commission to deal with disputes about this new right.

Out and about with Hon. Zoe Bettison MP ...

Current preschool hours don't always meet the needs of working parents. That's why we're going to be trialling Kindy Care - out of hours preschool care for children.

The trial begins in July this year at 20 locations across SA, with the most local site being Salisbury Heights Kindergarten.

We want to provide working parents with options, making it easier for them to manage busy lives, while ensuring their children have the best start to a high-quality education.

Stay tuned for more of what's happening locally.

Please don't hesitate to contact Zoe at 2/40-42 Commercial Road, Salisbury or call 8258 0480 or E: ramsay@parliament.sa.gov.au or <https://www.facebook.com/ZoeBettisonMP>



Small Business Week 2024

29th April – 3rd May **Your week, your way - registrations are NOW OPEN!**

Check out the full day event at the Adelaide Entertainment Centre on Thursday 2nd May featuring key note speaker Alan Kohler and the Small Business Expo.

To check out the program, and to register, go to: <https://business.sa.gov.au/programs/small-business-week#program>

SCC Business Watch ... Clamping Down on Retail Theft



Almost 50 nabbed in mammoth Adelaide CBD crime bust

For further business crime prevention information please visit www.police.sa.gov.au or contact your local police station.



For more information and updates, visit our dedicated Facebook page

<https://www.facebook.com/SalisburyCityCentreBusinessWatch/>

The SCC Business Watch is a collaboration between the Salisbury Business Association, City of Salisbury and SA Police and is all about keeping you, your staff and our customers safe in the Salisbury City Centre.

Member Events

KANDY HOUSE is organising an awesome AUTUMN MARKET with car show and kids funday + MUCH MORE ...ALL IN ONE DAY.

Thursday 25th April, 12 – 6pm,
Parabanks Shopping Centre Carpark

Registrations are open for following....
Food Trucks, Market Stalls, Car and Motor Bike Clubs, and KANDY HOUSE Young Entrepreneurs - 15 Years and Under.

Want more details, email:
events@kandyhouse.com.au



What's happening in Parabanks?



Something exciting to coming to our shopping centre!

April 13th sees Parabanks commence its regular fortnightly markets, held every second Saturday 9am – 3pm.

If you want to grow your small business, this is the perfect opportunity for you! Get in touch to secure your spot today! Email cml@angaet.com.au or call 0438 536 025 for further details or to book your place.



Monthly Pop-Up Market

Discover unique local creatives and support small businesses. Fun, variety, and much more!

Every second Saturday of the month 9am-3pm

**Join us for the
Harmony Market**



City Centre Leasing Opportunities

There are some great leasing opportunities for new businesses to make the City Centre their new home, with a range of sizes/prices.

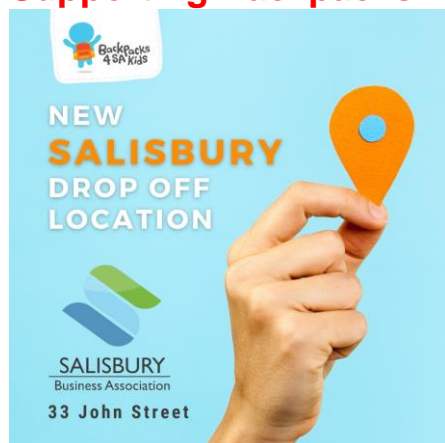
- **5/63 John Street Salisbury **NEW****
<https://tinyurl.com/9d4sz2y6>
- **60 John Street**
www.commercialrealestate.com.au/property/60-john-street-salisbury-sa-5108-16559459
- **20A John Street (Laneway)**
20A, B & D John Street, Salisbury SA 5108 - Office For Lease | Commercial Real Estate
- **44 Commercial Road** <https://tinyurl.com/f94rek57>
- **2/46 Commercial Road**
www.munroproperty.com.au/listings/commercial_rental-3709637-salisbury/
- **2-10 James Street** (former Café Brunelli site)
www.commercialrealestate.com.au/property/2-10-james-street-salisbury-sa-5108-16432891?utm_source=property%2Balerts&utm_medium=email
- **1/25 – 27 Wiltshire Street**
<https://tinyurl.com/mrybvzdx>
- **Parabanks** has several tenancies available
<https://www.parabanks.com.au/parabanks/leasing>

For current opportunities, check out:

<https://www.commercialrealestate.com.au/for-lease/salisbury-sa-5108/>

Community Corner ...

Supporting Backpacks 4 Kids SA



We welcome your generous donations including stationery, toiletries, books, toys & even packacks to the amazing Backpacks 4 SA Kids Inc.

View:

<https://www.facebook.com/Backpacks4SAKids>

Our office is open Monday to Friday 9am – 5pm, but call ahead on 0414 813 202 to make sure the office is open.

Help us support this fantastic local and much needed charity. THANK YOU!

Diary Dates 2024

- **SBA Annual Members Survey** April
- **Harmony Market Parabanks**
Saturday 13th April, 9am – 4pm
- **April Northern Business Breakfast**
Wednesday 24th 7am
- **Small Business Week 2024**
29th April – 3rd May To register,
- **National Volunteer Week Expo**
22nd May (Wednesday) Parabanks
- **John Street Salisbury Family Fun Day**
18th May (Saturday)
- **Salisbury Community Health Expo**
20th June (Thursday) Salis. Comm. Hub
- **Salisbury City Centre Business Awards**
1st July – 1st August
- **Salisbury; Food, Glorious Food Campaign** August 1st – 31st
- **Superhero Saturday Family Fun Day**
27th July (Saturday)
- **Family Business Month** September
- **Employment, Education and Training Expo** 24th September (Tuesday)
- **Salisbury Business Showcase Month** October
- **Halloween Family Fun Day**
26th October (Saturday)
- **32nd Salisbury Community Christmas Parade and Salisbury Christmas Markets**
30th November

Contributions ALWAYS Welcome

We're always on the lookout for great local success stories, great new ideas and celebrating great local people, so we want you to share all your good news stories with us.

Send to info@salisburyba.com.au or call our Executive Officer - David Waylen 0414 813 202

