



What is a CBN Buddy?

A buddy is someone who partners with a colleague during critical times like:

- times of stress/change
- the time a new member joins our team (first few months) to get through the time period of being in a new position.

Having a buddy can help provide insight into the day-to-day activities of the company and is there to help navigate their way, or just simply a person to talk to.

Being a buddy can be very rewarding. You can walk away with the knowledge that you actually made a difference to somebody's transition / induction or helped out a mate during a time of need. Remember being a buddy does not always mean providing the answers, it could be simply be a matter of listening.

Ideally, a buddy is a great communicator who can easily provide information and encourage the new hire to express their thoughts and concerns in a safe setting. He or she should be the type of employee the organization wants to duplicate.

Buddy Responsibilities

Relationships matter. CBN employees who act as Buddies must want their colleague to succeed and be committed to helping them. A workplace buddy may be the first point of contact for the employee and should be capable of establishing rapport quickly. You want the person you are buddying up with to feel comfortable and safe asking questions and bringing up issues with their buddy. This draws on our value of **we listen** and builds our culture of openness and teamwork. A buddy provides moral support.

TIPS FOR THE BUDDY

There is an underlying assumption that the employee will be receptive to the buddy. If you are asked to be a buddy, here are some tips that can help you to make the most of the experience:

- You are not expected to be an expert on everything, so don't worry about living up to this ideal;
- Focus attention on listening to the other employees situation;
- Be patient— relationships take time to develop;
- Don't try to solve problems. Remember, the employee more than likely feels overwhelmed and will need time to digest all the information they are taking in;
- Stay positive.
- Don't try to force a relationship. Be available, but give the employee time to adjust to you and feel comfortable with using you as a trusted source;
- Try to identify the employee's personality and communication style and adapt accordingly
- Keep an open mind and don't be too judgmental. The new hire is relying on you to be a safe place to get answers to their many questions;
- If you feel like the situation needs more support, talk to the HR Team

August Buddies:

Buddy 1		Buddy 2
Angela Cox	↔	Alex Breckler
Donna Tingley	↔	James Payne
Erica Hamilton	↔	Dianne King
Katrina Back	↔	Christopher Haward
Nia Humphreys	↔	Chris MacPherson
Kristy Lam	↔	Allison Francis
Stacey Blight	↔	Leonie Axford
Lee Lynch	↔	Hilary Pollock
Samantha Palmer	↔	Tahlia Coulon
Sarah Corby	↔	Michael Wennerbom
Tiffany Kearvell	↔	Daniel Schmid
Tracey Atherton	↔	Jonathan Lam
Ted Gu	↔	Nicole Dunkin
Kathryn McClunie	↔	Nikala Noutsos
Amy Dobo	↔	Mano Ravichandran
David Clancy	↔	Ori Alon
Emma Baxter-Green	↔	Kirsty Johnston
Kara Clements	↔	Timothy Smith
Carissa Perdulovski	↔	Felicity Yavuz
Ian Venter	↔	Montsie Pinga
Karen Mullan	↔	Elaine Slater
Karen Neate	↔	Jessica Gramberg
Kristen Geretschlager	↔	Kate Rishworth
Sandra Smith	↔	Michael Gilligan
Parissa Poormohammadi	↔	Leonie Lynch