

Maintaining Group Productivity

Motivation

#1 source of motivation = Sense of Achievement

Bush restoration paradox:

The more we do, ***the less we see!***



Maintaining Group Productivity

Productivity = Achievement

Productivity is based on

- Individual motivation
- Individual fitness, skill and experience
- Organisation structure

Plus

Partnering with nature.

Nature works 24/7 to build on our work.



Maintaining Group Productivity

Motivation

Bushcarers come pre-motivated

- Our job is to help maintain and strengthen
- De-motivation is a significant risk
- Includes group leaders

Motivation built on meeting individual needs

- Sense of Achievement
- Belongingness needs > Relationships



Maintaining Group Productivity

Motivation

Sense of Achievement

Bush restoration paradox:

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Set your goals:

- Bushcare Plan – What will we achieve in 2014?



Maintaining Group Productivity Motivation

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Reflect on achievements:

- Coffee break – What have we achieved today?



Maintaining Group Productivity

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FWR Group – Zone 8

Maintaining Group Productivity

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Sense of Achievement

Bush restoration paradox:

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Set your goals:

- Bushcare Plan – What will we achieve in 2014?

Reflect on achievements:

- Coffee break – What have we achieved today?
- Before/after photo records and signs.



Maintaining Group Productivity

Motivation

Reflect on achievements:

- Before/after photo records and signs.



November 2007



July 2010

Maintaining Group Productivity

Fitness, skill and experience

Greatest outcomes with least effort & most fun

- Site Safety
 - An injured person is not a productive person
 - Respect for personal safety builds trust & feeling of being of value

Maintaining Group Productivity

Fitness, skill and experience



Stairs for safe easy access
Site briefing – risks and best approach
Tubs sized for low risk to backs



Huge achievement
Enough energy left to share story & laugh

Maintaining Group Productivity

Fitness, skill and experience

Greatest outcomes with least effort & most fun

- Site Safety
 - An injured person is not a productive person
 - Respect for personal safety builds trust & feeling of being of value
- Building Individual Knowledge
 - Feeling of being in control builds confidence and fuels energy
 - Knowledge of flowers, butterflies, birds, etc – stories to tell

Maintaining Group Productivity

Fitness, skill and experience

Building Individual Skill/Experience

- Plans allow independent action
- Pre-sorting plants – no time wasted asking what to plant
- Pride in personal achievement



Community Planting – Oct 2009

Maintaining Group Productivity

Group Organisation

Promotion

- Letterbox flyers
- Event calendar - ward offices, libraries
- Facebook

Mt Gravatt Environment Group
Posted by Laurie Deacon [?] · June 15

The warm winter sun faded as we packed up tools, ready to sip on hot tea and munch warm fresh baked fruit cake made by Sheamus O'Connor. we had lots of planting done today and some mulching. Joy to us all in beautifying our world. — with Sheamus O'Connor and 2 others at Mt Gravatt State High School.



This post was served to 307 people

Like · Comment · Share

Bulimba Creek Catchment, Heather Barns, John Maelich and 18 others like this.

This post was served to 307 people

Boost Post

Mountain Green Gym



No contracts No Fees
Weekly or monthly options
Exercise in healthy fresh air venues
Meet interesting people and wildlife

Join a local bush restoration group for a relaxing time in the bush and help bring birds, butterflies and Koalas back to our mountain.

A Joyful Invitation to Residents/Friends of our Mount Gravatt community!

The local members of our Mt Gravatt Environment Community Group write to invite you to our Sunday afternoon "Fun in the Sun" activities as we all create beautiful Bird, Bee, Butterfly gardens for our local colourful friends and ourselves. 😊

Time/Dates:

9 th Mar 3-5pm	10 th Aug 3-5pm
13 th Apr 3-5pm	14 th Sep 3-5pm
11 th May 3-5pm	12 th Oct 3-5pm
15 th Jun 3-5pm	9 th Nov 3-5pm
13 th Jul 3-5pm	14 th Dec 3-5pm

Meet on cnr of Stanhope St and Bentham St near Mount Gravatt High. Afternoon tea provided 😊
Hope to see you for some fun citizen science and health!





Maintaining Group Productivity

Organisation Structure

Targeting Volunteers

- Local schools/universities – outdoor fitness, learn about bush
- Community Groups – Lions, Men's Shed – give back, relationship



MT GRAVATT BUSH WALK

COME ALONG AND GET INVOLVED

WHAT
Join the Griffith Mates on a guided bush walk through the Mt Gravatt Conservation Reserve led by a member of the Mt Gravatt Environment Group. Learn about local plants and animals and some great walking tracks which only the locals know about.

WHERE
Mt Gravatt Meet at the M23 Undercroft.

WHEN
Saturday 8th March 8:30am - 10:30am

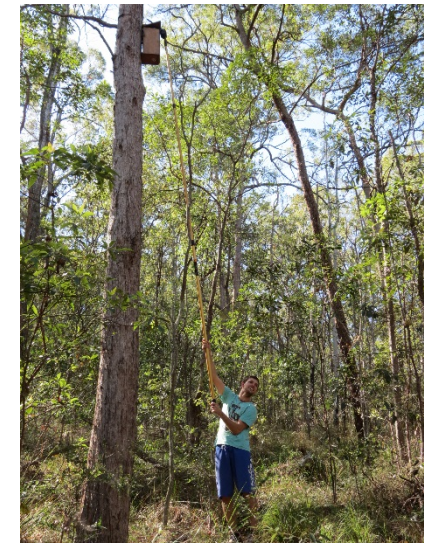
griffith.edu.au/international/griffith-mates/participate

Griffith Mates
ARRIVE PARTICIPATE VOLUNTEER LEAD

CONTACT
griffith.edu.au and facebook
facebook.com/griffithmates
#GriffithMates



Griffith Mates
Fox Gully – May 2014



GoPro camera
Southside Community Grant



Maintaining Group Productivity

Organisation Structure



Griffith Mates
Achievement & fun

Maintaining Group Productivity

Organisation Structure

Targeting Volunteers

Community Groups – Lions, Men's Shed – give back, relationship



Lions found in Roly Chapman Reserve
Sept 2009



Mt Gravatt Men's Shed build homes
for locals - Jan 2013

Maintaining Group Productivity

Partnering with Nature

Nature works 24/7 to build on our work.

Composting on-site = High productivity

- Reduce time spent moving weeds – particularly on difficult sites
- Retain soil nutrients on-site
- Reduce cost to Habitat Brisbane – more money available



Singapore Daisy – Zone 15



Weeds as mulch control erosion

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Natural Regeneration

- Removal of weeds may be enough if soil not disturbed
- Nature does the planting, watering and manages species balance

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Zone 8 - August 2010



Zone 8 - June 2014

Maintaining Group Productivity Community Education

Zone 14 Restoration – Stage 1



July 2009
Cadaghi removed and mulched but area is still overgrown with Singapore Daisy, Purple Succulent and Easter Cassia.

October 2009 – Planting Day
With the site stripped bare and planting guide prepared, a team of neighbours and friends brave the hot dry conditions to plant 640 grasses, vines and trees indigenous to the Reserve. Tallwoods for the Koalas, Bower Vine, Purple Pea Bush, Rainforest Grass and Acacia Falcatia to create habitat for lizards and birds as well as butterfly caterpillar food.




January 2010 – Imperial Hairstreaks arrive
Four months and the *Acacia Falcatia* are providing caterpillar food for dozens of *Imperial Hairstreak* butterflies. Powerful evidence of the effectiveness of our bushcare work.



Fox Gully Bushcare supported by **MEG** Mt Gravatt Environment Group

Restoration signs

Fox Gully Fox Gully Restoration Update
September 2013
2013 Community Gully Day
Sunday 11 August
meqoutlook@gmail.com
www.meqoutlook.wordpress.com



Kenny Koala approves restoration

When Barry's family, 15 Arafura St, sat down to breakfast on Thursday they were greeted by Kenny sunning himself in a tree just four metres outside their sunroom. With all the Koala trees we planted we can expect this to be a common sight in the wildlife corridor.
"Magnificent sight as we were having breakfast." Barry



We are now in our fourth year of restoring the gully as a wildlife corridor and owners of eighteen properties (50%) have committed to the project.

Alan Moore's photo record shows what we have achieved.
Left: August 2013 - team getting to work.
L-R Michael, Matt, Scott, Barry, Carol, Don and Marshal




Right: August 2012 L-R Marshal, Clair, Scott, Carol, Helen and Andrew

Newsletters



Display
Mt Gravatt Library



Maintaining Group Productivity

Community Education

August 2,
2012

\$500 fines for illegal mountain biking

Posted by Mt Gravatt Environment Group under BCC Action Plans,

Bushcare, Bushcare Articles, Threats to Conservation Reserve | Tags: Cr

Krista Adams, erosion, Mountain Bikes, Mt Gravatt Conservation Reserve, Southern Star |

(edit this)

[5] Comments

By: Michael Fox

Our community speaks out against destructive mountain biking on Mt Gravatt:



Bikers 'wreck' nature area

A SOUTHSIDE bushcare group has accused mountain bike riders of destroying heritage-listed habitat at the Mt Gravatt Conservation Reserve.

The Mt Gravatt Environment Group says riders have cut down trees to make jumps and clear a trail through protected bushland.

Photographs uploaded to the group's website illustrate what they call "deliberate and systematic" destruction as the group marked National Tree Day on July 25.

Mountain biking is illegal on the reserve and signs clearly state "No Motor Bikes, No Mountain Bikes".

"What makes us really angry is that the tracks suddenly appeared in an area re-planted last year by Mt Gravatt High School students," volunteer Michael Fox said. "We've got a community of volunteers here that's been working to preserve the mountain for 100 years and suddenly these people decide they want somewhere to ride."

Gillian Duncan, of the Gap Creek Trails Alliance, said a lack of trails in Brisbane was forcing riders to create their own illegal tracks.

Cr Krista Adams (Wishart) said there were bike trails at Mt Coot-tha, Daisy Hill and Wyanongah Dam, but Mt Gravatt Mountain would never be opened to riders because it was a heritage-listed site.

She said council officers would conduct extra patrols to clamp down on illegal riding on the mountain.

Riders face on-the-spot fines of \$500.

Southern Star – 1 August 2012

Local Councillor Krista Adams has reconfirmed the Council's long standing commitment to keeping Mt Gravatt Conservation Reserve free of mountain bike riding.

Using blog to create action



Research used by Griffith EcoCentre & GrowsAtGriffith



Maintaining Group Productivity

Have we made a difference?

Zone 7 Restoration



April 2007

- Building waste
- Agave
- Chinese Elm

Maintaining Group Productivity

Have we made a difference?

Zone 7 Restoration

June 2008



April 2007



Maintaining Group Productivity

Have we made a difference?

Zone 7 Restoration



April 2007

March 2010



June 2008

Imperial Hairstreak
Jalmenus evagoras
Small Meat Ant
Iridomyrmex sp.
(Kropotkin ants)