

Complete strength with loaded movement training

TRAINING

13

Recognising eating disorders in clients

NUTRITION

19

How to create a true group fitness community

GROUP EX

31

Why it is essential to recruit for cultural fit

BUSINESS

43



NETWORK

THE OFFICIAL PUBLICATION OF AUSTRALIAN FITNESS NETWORK

WINTER 2016



LEADING THE WAY

To inform, educate and inspire

11

Australian fitness network



AUSTRALIAN FITNESS NETWORK

NOTICE SOMETHING DIFFERENT?

We've refreshed our brand, and this is just the beginning...



CONTENTS

WINTER 2016

- 6 The weekend of limitless potential
- 8 Perspective with Lisa Westlake
- 10 Industry Insight
- 13 Complete strength with loaded movement training
- 17 Network's 2016 Award Winners
- 19 Recognising eating disorders in clients – and how you can help
- 22 Real World PT
- 24 Network Community
- 28 Recipes for Winter
- 31 GX Skills: How to create a true group fitness community
- 34 Mindset coaching: When soft values drive hard results
- 37 Evidence-based practice: Pilates and yoga



46



6



13



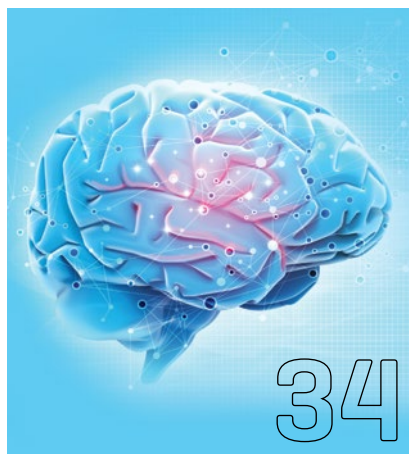
22



61

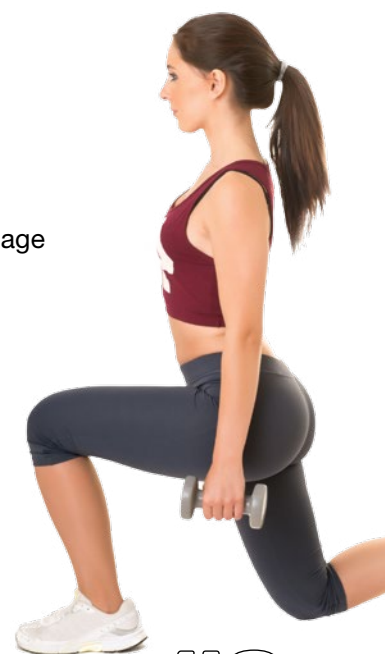


28



34

- 40 Upskill
- 43 Why you need to recruit for cultural fit
- 46 Research Review: Hanging, not always a punishment? 
- 47 Earn your FREE CEC
- 49 Injury & Rehab: Buns of steel! 10 tips to strong glutes
- 52 Beyond the pool: offering a take-home message
- 54 Yoga Focus: 3 reasons to add yoga to your training
- 56 What is...? active-net Australasia
- 58 Supplier Showcase
- 61 Legally Fit: Getting it right with your employees (part 3)
- 64 Info Handout: The whole truth about nutritious brekkies!
- 67 NZ News
- 68 Network Catalogue



49

How will you help stop the warnings becoming reality?



'We will have to build factories to cut off people's toes' screamed the front page headline on the Sunday paper; 'Dire warning on diabetes'.

A bit sensationalist, surely? Perhaps not. Perhaps this is the in-your-face approach needed to keep the obesity epidemic at the forefront of mainstream conversation.

But it's already in the mainstream, isn't it? Shows like *The Biggest Loser* have highlighted that we're no longer the fit and healthy nation that we are often perceived to be. True, but do we really talk about society's problem, or merely that of the handful of people on our screens?

Working in the fitness and health industries, we are hyper-aware of this issue – but what will it take to make the rest of society sit up, listen and actually do something? The collapse of the healthcare system that many doctors predict?

It can be tempting to think that, if people can't control their own wellbeing, government should intervene. By doing what? Banning certain foodstuffs and prescribing compulsory exercise in exchange for healthcare? Even if this was workable, it goes against what we know about long term behaviour change needing to be self-determined.

On page 67, Richard Beddie discusses the pressure

on the NZ government to follow the UK and tax sugary drinks. He advocates education as a preferred option. On page 8, Network's Lifetime Achievement Award winner, Lisa Westlake, also writes of the need to reach the huge percentage of non-exercisers by spreading the word to our local communities at every given opportunity.

The topic of how we realise our potential as an industry by making as big a difference as we can was on the table at our recent FILEX Convention. On an individual level, we are vastly enhancing, and sometimes even *saving*, lives – the challenge is to extend our reach beyond the small percentage who currently participate in adequate levels of physical activity.

Something has to change: if it doesn't, those 'dire warning' headlines will become more than just ominous predictions.

Oliver Kitchingman, Editor
editor@fitnessnetwork.com.au



NETWORK'S CORE PURPOSE

'To inform, inspire and educate our members to be the best they can be'

EDITOR

Oliver Kitchingman

Network magazine is the official quarterly publication of Australian Fitness Network. It is distributed in March, June, September and December. While every effort is made to ensure accuracy, Australian Fitness Network accepts no responsibility for the correctness of any facts or opinions. All information including prices (quoted in AUD) is correct at time of publishing, but may be subject to change. Where CECs are stated, they may only be applicable within Australia. We welcome articles from all industry professionals on the understanding that the author ensures the work they submit is their own. No material in *Network* magazine may be reproduced in any form without the written consent of the publisher. © 2016 All material copyright to Australian Fitness Network. All rights reserved.

ADVERTISING IN NETWORK

If you are interested in advertising in *Network* magazine or on Network's website or online publications, please phone 02 8412 7486 or email editor@fitnessnetwork.com.au.

Printed by IntoPrint. intoprint.com.au

Cover image courtesy of Personal Training Academy

COMPETITION TERMS & CONDITIONS

Unless otherwise specified, all competitions/giveaways contained in this issue commence on 10 June 2016 and conclude on 25 July 2016. Each competition is a game of skill and chance plays no part in determining the winner. The judge's decision is final and no correspondence will be entered into. Winners will be selected by the editor at 47 Hume Street, Crows Nest NSW 2065 and will be notified by email no later than 15 August 2016. Full terms and conditions can be obtained at fitnessnetwork.com.au/competition-terms-and-conditions

AUSTRALIAN FITNESS NETWORK

Post: PO Box 577, Crows Nest, NSW 1585
Street: 47 Hume Street, Crows Nest NSW 2065
Ph: 1300 493 832 (local call rate)
Ph: 02 8412 7400
Fax: 02 8088 3842
Web: fitnessnetwork.com.au
E-mail: info@fitnessnetwork.com.au

- fb.me/ozfitnetwork
- twitter.com/ozfitnetwork
- pinterest.com/ozfitnetwork
- [#ozfitnetwork](https://www.instagram.com/ozfitnetwork)



Your Network Membership provides you with access to 8 CECs or 1 PDP annually at no extra cost.

STAFF DIRECTORY

To call a member of the Network team, simply insert their extension number (see below) to 02 8412 74 ____
 For the fitnessU team, insert the extension number to 02 8579 69 ____

EXECUTIVE DIRECTOR

Nigel Champion **Ext.** 12

CHIEF EXECUTIVE OFFICER

Ryan Hogan 23

INFORMATION

Oliver Kitchingman, *Editor* 86

Jack Lee, *Head of Creative* 09

MEMBERSHIP SERVICES

Paige Nossiter 02

Membership Coordinator

Tess Wilson 01

Membership Consultant

EVENTS

Bel Fong 18

Events Coordinator

FINANCIAL SERVICES

Noelene Chandler, *Finance Manager* 07

Michelle Hui, *Finance Administrator* 05

NETWORK EDUCATION

Alisha Smith, *Education Manager* 11

Rebecca Carle

Education Assistant 21

fitnessU EDUCATION

Paul Bulatao

National VET Manager 17

Emma Harvey

Education Coordinator 80

Kathryn Weißen, *Online Trainer* 10

Larissa Harcombe

Career Advisor 34

Tyson Atkins

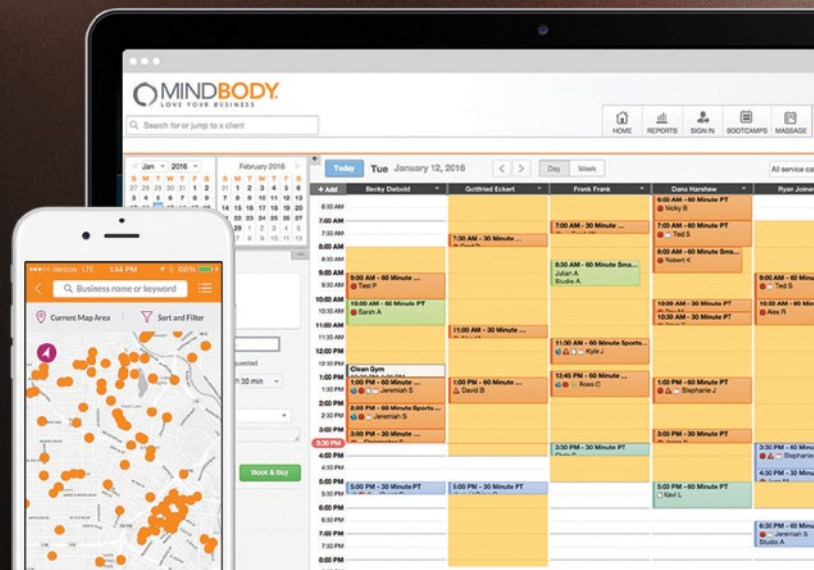
Career Advisor 03

MINDBODY CUSTOMERS HELP PEOPLE CHALLENGE THEMSELVES

Trainers do so much more than count reps. They empower people to become better every day. MINDBODY fitness management software lets them spend less time worrying about running their business and more time running alongside their athletes. Life, lived fearlessly.



EXPLORE THE SOFTWARE TODAY AT
AU.MINDBODYONLINE.COM | 1800 082 989





THE WEEKEND OF LIMITLESS POTENTIAL...

When the world's leading fitness innovators unite with thousands of knowledge-thirsty Network Members, minds and muscles are stretched like never before.

Australian Fitness Network recently hosted the fitness industry's biggest weekend of the year, FILEX 2016, in Melbourne. Taking its cue from Rihanna, the FILEX team work, work, work, work, worked to put on an awesome event packed with thought-provoking ideas, the latest scientific findings and no end of lightbulb moments.

In addition to the hundreds of sessions, there were Awards, Summits and intensive workshops as well as Breakfast, Lunch and social events, all with the shared aim of helping attendees to realise their potential in this fantastic industry.

So, what did you think?



f One hell of a panel at Meeting of the Minds! Feeling absolutely privileged to have these legends all together on one stage. What a day... [#meetingoftheminds](#) [#FILEX2016](#)

"Oh my goodness! Now I'm really wishing that Melbourne were closer! Feeling jealous."

TAMMY

"The Women of Influence Lunch was a great event and the speakers were impressive. Jackie Mills was outstanding."

JUDI

"It was awesome to be a part of such a well-run and fun event.

Presenter-wise, I was really impressed with Cam McDonald, Kylie Ryan and Doris Thews. Both Cam and Kylie came at material that could have been clichéd from new and edgy angles which made their talks really engaging. Doris was just like a bundle of sunshine and a great personality to add to the mix.

Looking forward to next year!"

CAROLINE

"I just wanted to sincerely thank you for the opportunity to represent Precision Nutrition and the US at such an amazing event. From the professionalism of your staff and the hospitality and interactions from the attendees, it truly was an incredible experience."

ADAM FEIT, PRESENTER

"All the presenters I saw this year were awesome. I will stalk all of Scott Rawcliffe's sessions next time, he gets everyone inspired and motivated and his content was brilliant. Joe Cirulli was amazing, such an incredible guy, and his sessions were packed. The TRX guys were loads of fun and had everyone laughing the whole time, as did the guys that ran the battle rope sessions. Thanks again for all of your hard work."

LAUREN

"Thanks for an amazing, inspirational conference. ... worth every tired muscle! See you next year in Sydney!"

DENISE



"Everyone I dealt with was awesome! Everyone just seemed to be having such a great time.

One of the things I'm starting to love about FILEX is not just the sessions and presenters, but also the friendships made with the Event Crew!"

LOZ

"I had such an amazing experience and am beyond impressed by the professionalism and dedication of the Network team and delegates."

EMILY SPLICHAL, PRESENTER

"I know that you will be inundated with praise from the entire fitness industry for yet another 5-Star event, so I'm joining the queue. 'Realising your potential' is attained by continually strengthening your self-belief through experiences and knowledge. FILEX 2016 was a perfect blend of both.

Thank you team Network for such an inspirational and motivating event."

MEREDITH

"Another brilliant event, thank you so much Nigel and Lisa and all the FILEX and Network teams. See you in Sydney next year!"

BEN

"I am hooked! It was a fantastic weekend, thank you"

MEGHAN JARVIS, PRESENTER

"It was a great weekend, met lots of cool people and took away quite a bit. Thank you for the experience, and to you and your professional team for making things seem so smooth, I look forward to next year!"

ALISSA

"Once again I have been inspired and motivated after attending this year's FILEX convention in Melbourne. Can't wait for next year. I am still busy writing up all my notes and creating a to-do list so all that learning and innovation gets used and implemented. Thanks again. Loved every session and every minute."

TANYA

"Such an amazing eye opener event. Thank you."

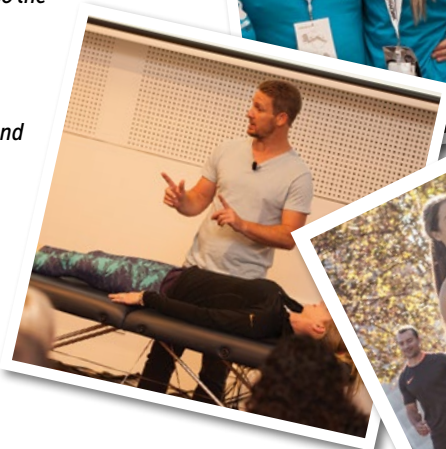
BRETT

"Such an awesome event! Thank you for it all! Loved presenting, loved listening and look forward to next year!"

ROSEMARY MARCHESE, PRESENTER

"Loved taking two newbies to FILEX, catching up with friends, making new friends, listening, playing, moving and doing. Looking forward to Sydney 2017!"

JACQUI



SAVE THE DATE: FILEX RETURNS TO SYDNEY IN 2017!

After an incredible three years in Melbourne, FILEX will be making itself at home at the all new International Convention Centre in Sydney between 28-30 April – mark it in your calendar!

PERSPECTIVE

REFLECTIONS OF INDUSTRY LEADERS

Australian Fitness Network's Lifetime Achievement Award winner believes that, together, we can change our nation's health fortunes.

WORDS: LISA WESTLAKE



It is 30 plus years since I step touched and easy walked my way into the world of leg warmers, lycra and my first job in a gym. I marvel at the growth and development of the Australian fitness industry from then to now, and am forever grateful for my amazing opportunities and experiences along the way.

At the recent FILEX convention we were inspired to 'realise our potential', to optimise the health and fitness of our clients and ourselves. Yet as I looked out at the sea of faces during the Opening Address I wondered 'how many of us feel like I have at times... a small fish in a very big sea?'

Just one weekend later, when I was MC-ing the Melbourne Mothers Day Classic event, it struck me again that each of the 100,000 participating walkers and runners may have felt like small fish in a massive ocean – and yet, united, they raised around \$4 million dollars to fund research that will

assist early detection, quality of life and survival rates in breast cancer patients.

Although the challenges we face may overwhelm us as individuals, when we work together we can achieve great things. Small fish can make a very big difference!

A disturbingly large number of Australians struggle with a range of physical and psychological conditions that stretch our health dollar, fill our hospitals and drastically compromise quality of life.

All these conditions – cardiovascular disease, diabetes, arthritis, cancer and depression, to name just a few – share a common thread: exercise. Every day new research demonstrates that exercise assists the prevention and management of numerous conditions, and enhances physical and mental health and quality of life.

I firmly believe that with the right choices and instruction, *any* body of *any* ability can benefit from exercise. There is an incredible opportunity for fitness professionals to reach out to all ages and abilities and help make Australians healthier.

Know your stuff

To confidently and safely prescribe an exercise program for a person with a condition it is vital to understand all elements of that condition and the exercise implications, indications and contraindications. There is no room for guesswork when dealing with people with special exercise considerations, so it's vital that you source quality education about the condition.

Build relationships

Connecting with medical and allied health professionals is a great way to boost your knowledge, reputation and referrals. Succinct, professional and respectful, written or verbal, communication relating to your practice or an individual client will enhance fitness–medical relationships as well as your client's wellbeing.

Get involved

Seek and grasp any opportunity to get involved in your local community. Volunteering your time, knowledge and experience at events and gatherings is a great way to promote exercise as the best medicine, and has the added benefit of raising your profile in your community.

Be flexible

While high intensity programs may appeal to many of our existing clients, they terrify others. To help health-compromised Australians reap the benefits of exercise we must also offer less daunting styles of fitness that are recognised as safe, effective and achievable.

Spread the word

Develop a relationship with your local paper and radio station and help spread the word that exercise is for everyone. Replace overwhelming information with bite-sized chunks of positive 'you can do it' messages that inspire people and give them confidence to give it a go.

Attitude

Sedentary people with health conditions often experience significant barriers to exercise. Fear of exacerbating their condition, embarrassment and fear of failure are common disincentives. A judgement-free, warm and understanding attitude is the first step to helping them take *their* first steps to improved health and fitness.

Social side

Embrace every opportunity to enhance communication, interaction and enjoyment for participants and clients. The incredible social and emotional benefits of group physical activity should never be underestimated.

Fun factor

It is true that exercise must be safe and effective, but wherever possible inject fun and laughter. If someone is enjoying their time training with you then they are much more likely to stick with it – and to make lasting changes to their health and fitness.

We deserve to feel very proud of our industry's progress. Let's keep it growing by helping Australians of all abilities realise their health and happiness potential. **N**

Lisa Westlake, BAppSc (Physio) is a physiotherapist, fitness instructor, author and highly regarded industry presenter. Honoured with Network's Lifetime Achievement Award in 2016, she adds the title to her previous accolades of Presenter of the Year 2003 and Author of the Year 2009. physicalbest.com

DEAD QUITE

AN EMPTY CYCLE STUDIO IS A VERY BAD PLACE

2:28:29 PM

Many fitness clubs' cycle studios sit empty for up to 80% of their opening hours – leading to a loss in revenue, wasted space (and bikes) and a big missed opportunity.

If an empty cycle studio is haunting you, a discussion with your Account Manager could help make your studio a screaming success **02 6282 8192** or email **myclub@lesmills.com.au**
For more information visit **lesmills.com.au/clubscycle**

LES MILLS

INDUSTRY INSIGHT

News, views and lessons learnt

New fitness training package reflects societal and industry changes

The Commonwealth Government, through the Department of Education and Training, has released a new Fitness Training Package to replace the current fitness qualifications. The new training qualifications will have the new codes SIS30315 – Certificate III in Fitness and SIS40215 – Certificate IV in Fitness.

National VET Manager for fitnessU, Paul Bulatao, commented 'Looking at the changes to the training package, it seems that the additional units have been designed to provide a greater depth of knowledge, skills and workplace experience to the learner. As well as responding to the changing needs of our society, by placing a greater focus on training both older adults and young people, the new units reflect changing industry dynamics by addressing small group and outdoor training. Along with this comes an increase in compulsory workplace hours, as well as number of assessment hours and client contact sessions.'

All registered training organisations (RTOs) have until 2 March 2017 to either graduate students studying the current qualification, or transition them to the new package. fitnessU has already started delivering the new training package in a staged approach.



Les Mills trips the industry out with immersive experience

At FILEX 2016, Network's roving reporter and brand consultant Rachel Bevans experienced Les Mills' latest industry innovation, *THE TRIP*.

Using a huge wrap-around cinematic screen, *THE TRIP* is an immersive cycle class that uses digital projection, lasers, lighting and music to create fantastical worlds to ride in.

It's like watching a movie, playing a video game, taking a show ride and a fitness class – all at once, and all for the first time. You don't know what to expect next.

We started pedalling through a scene out of the Wild West. Was someone going to shoot at me? I was ready to duck as the instructor guided us through the town, my fellow cyclists starting to bend slowly right and left with the first few turns.

As we approached the first hill you could feel the anticipation and apprehension in the room... Steady hills were followed by the speed and thrills of downward slopes and spirals. And on we went. Mega highways, roller coaster rides, high intensity hills and slippery smooth flats. One moment, I was navigating through a volcanic version of the Emerald City, the next I was atop a mountain, squinting my eyes to see the drop, and feeling it in my stomach.

THE TRIP is an immersive experience that you really do feel to the core. The combination of technology and an instructor cueing cadence and gear changes at the right place and time is an awesome one.



The way we were...

On the page opposite you've just read about THE TRIP, the latest addition to the Les Mills arsenal of group training experiences. Sixteen years ago, in July 2000, the brand was in its infancy, yet enjoying enormous growth in clubs across the world. Acknowledging this, *Network* magazine (celebrating being in full colour) ran a feature titled 'The Les Mills Success Story'.

"So how did this amazing story unfold? What has enabled Les Mills, in five short years, to be the first to so successfully introduce a pre-choreography and licensing system to the global fitness industry?"

The Les Mills World of Fitness in Auckland, New Zealand, has been running pre-choreographed classes for about 20 years, but they were not the first to do so..."

1 thing I've learnt...

Wendy Sweet, Fitness Educator
nz.linkedin.com/pub/wendy-sweet/31/4b7/561

"If you manage a team of PTs and want to provide your customers with the best personal trainer service that you can, then focus on the mantra 'Your success is their success'. With this at the forefront of your management, you then need a process for supporting them towards professional and financial success.

The real business of PT Management is focusing your trainers on what their business really is. I call this process my 'Five R's to PT Success'. They are: 1) Relationship: the client-trainer relationship is gold, so teach your trainers to focus on it. 2) Retention: new trainers must be taught how to up-sell from leads to ongoing sales. 3) Results: it takes 90 days to change behaviour and sustain results – do your trainers retain clients this long? 4) Referrals: teach your trainers how to ask for referrals, they won't inherently know how to do so. 5) Revenue: when trainers run their businesses on 1-4 above, number 5 happens!"



The only thing that is constant is change



Change can be daunting, but it can also be invigorating. Four years ago Network had to find a new venue for the FILEX Convention as the Sydney Convention Centre was to be demolished and replaced with a state of the art facility. We moved the event to Melbourne, and all I can say is that it was the best choice we could have made. Thank you to everyone in the Garden State who,

over the past three years, has made us feel so welcome and been so supportive. While we're sad to farewell Melbourne, we're already looking forward to celebrating Network's 30th anniversary during FILEX 2017 at the brand new Sydney International Convention Centre.

FILEX 2016 was a huge success. In a thought-provoking and frequently hilarious Opening Keynote Address, Glen Capelli shared the keys to becoming better, smarter and wiser in all aspects of our lives. It set the tone perfectly for a long weekend of professional and personal development.

Every year we shake things up at FILEX. This year saw some fantastic additions to the program. One of these was the launch of the Meeting of the Minds PT event, a day-long collaboration of nine expert industry leaders who discussed everything from programming and emotional connections to behaviour change and movement evolution.

Another new initiative was the inaugural Women of Influence Lunch, featuring presentations from six women in our industry who have challenged the status quo and become inspirational leaders. The event was so successful that we look forward to including it in the 2017 program.

The Business strand also had change on its mind, with a number of incredible presenters focusing on how owner/operators can future proof their businesses in a highly competitive environment that is increasingly being challenged by the introduction of different technologies.

The atmosphere of industry change and growth at FILEX made it the perfect setting for us to unveil the next stage of Network's own development, with the launch of the refreshed brand identity, which you'll have noticed in the opening pages of this magazine. The fresh branding encapsulates our values; industry leadership, integrity and innovation, while sticking to our core purpose 'to inform, inspire and educate our members to be the best they can be'.

Over the following months you'll see this new brand identity flow through your interactive Network website and social media channels; your online and face-to-face Continuing Education Courses; your live events; and your revamped Network Membership, featuring access to podcasts, member dashboard, exercise library, insurance and more.

We hope you enjoy the changes.

Nigel Champion

Nigel Champion, Executive Director
director@fitnessnetwork.com.au



BARRE ATTACK

Balance the best of Pilates, fitness and ballet with Barre Attack instructor training

Balance power and poise.

Created by former professional ballerina Renee Scott, Barre Attack is a resistance-based workout which is designed for individuals who want to 'feel the burn' without lifting big, heavy weights.



Balance mobility with stability and stamina.

Improve balance, posture, muscle tone and body awareness through standing Pilates, cardio intervals, core work and functional exercises.



Balance intensity with integrity.

Instruct a unique, effective and fun workout that delivers the perfect blend of intensity and integrity.



No licenses or ongoing fees • Access to repertoire updates • Supportive instructor community

REGISTER NOW! SYDNEY - PERTH - BRISBANE - MELBOURNE

1300 493 832 | [FITNESSNETWORK.COM.AU/BARRE-ATTACK](https://fitnessnetwork.com.au/barre-attack)



COMPLETE STRENGTH

WITH LOADED

MOVEMENT TRAINING

What do bodybuilders, yogis and farmers have in common? They are all undeniably strong, yet in very different ways. And different types of strength call for different types of strength training.

WORDS: MICHOL DALCOURT



Strength training is one of the most popular practices of conditioning. When people decide they want to lose weight, gain weight, perform better, or exercise for better health, strength training is likely to be considered. When we think of strength training, we think of gyms and weight rooms; and when we think of gyms and weight rooms, we think of weights. And when we think of weights, we think of lifting.

Even though strength training is so common, the ability to define it is not. Strength is a relative word, and most of us would have a difficult time providing an objective definition.

If we can't accurately define it, how do we measure it? Do we know it when we see it? Is it a body type? Which of the following body types look strong: bodybuilder, yogi, acrobat, farmer? They look very different, but all are undeniably strong. All four bodies are conditioned in very different ways. This gives rise to the question, what is strength training? Let's begin by looking at some of the various types of strength.

Maximal: Producing maximum force through a given range-of-motion in order to accomplish a particular outcome or movement. This type of strength depends on efficient neuromuscular communication and myofascial compliance.

Explosive: Rapid generation of high levels of force in a specific movement pattern. This demands a highly coordinated response from the neuromuscular system, and high levels of tissue resilience to produce and transfer force.

Relative: Production of forceful movement within the surrounding environment. Requires whole-body positional awareness, coordination, mobility and stability, and can be performed in various body orientations, often transitioning from one position to another.

Starting: Generation of high levels of force with minimal contribution from the elastic components of connective tissue. Beginning from a stationary position without any initial motion to create a mechanical pre-stress. Examples include Turkish get-ups, and most sprint starts and pulling patterns.

Positional: Purposeful movement from a pre-position. Holding odd positions such as a low sagittal split or lateral squat while moving or controlling an external resistance adds variable stress. Think of a tennis player's return of serve from an outstretched, sometimes sliding position.

Endurance: The ability to produce and sustain movement for an extended period of time. This is specific to the tissues involved, movement patterns, and time under tension.

Lifting weights is *one* way to load the body for strength – but it is not the only



The 30-second article

- There are numerous types of strength, including maximal, explosive, relative, starting, positional and endurance
- Similarly, there are many types of strength training: it is important to use Loaded Linear Training (LLT), Unloaded Linear Training (ULT), Unloaded Movement Training (UMT), and Loaded Movement Training (LMT)
- Loaded Linear Training (LLT) is more traditional weights training, in which the body is put into a position of maximum stability, but at the expense of mobility
- Loaded Movement Training (LMT) uses movement in tandem with lifting, which develops both stability and mobility in the feet and ankles, hips, and spine
- In our lives we experience different surfaces, loads, body positions under load, in all three planes: it makes sense that our strength training prepares us for this.

way. In fact, an external load is not always required for strength training.

A more complete understanding of strength training

In many cases, the load of the body itself is beyond our threshold. In determining if bodyweight load is enough, or external loading is required, we first have to know how the body is going to be positioned, or oriented, as well as how we will be required to move with the load.

There is value and purpose in many forms of strength training. It is critical to include Loaded Linear Training (LLT), Unloaded Linear Training (ULT), Unloaded Movement Training (UMT), and Loaded Movement Training (LMT). For the purpose of this article, let's focus on two of these: LLT and LMT.

Loaded Linear Training (LLT)

This describes what we've been seeing in gyms and weight rooms for decades. The exercises are mostly single-planar lifts (with the mass traveling up in the field of gravity), that usually require one action (up and down).

Many of the conditions are set: the way the tool is held, the foot position, the path the tool travels, the range of motion, the speed of movement, and the ground surface. For LLT, the body is put into a position of maximum stability. But this comes at the expense of mobility.

Loaded Movement Training (LMT)

Strength is relative to demands. And when we change up the variables, the demand changes. Instead of set conditions, LMT has as much variability as we can create.

So, we move the load from close to our bodies to further away, try different ways of holding it, alter our footprint, change

the path of travel of the load and play with ranges of motion and speeds of movement.

As the body moves through three planes at various levels, and the load moves through three planes at various levels, each with its own varying speed of movement, the load demand is in constant change, and the body is becoming stronger in its sphere of function.

In a nutshell: where LLT builds mostly isolated strength, LMT results in more integrated strength.

This broadens the scope of strength training to more than just lifting weights. Sure, weight can be lifted, but also shifted, tilted, flipped, carried, dragged, rolled, thrown, and so on, in all three planes of motion.

We mentioned that Linear Loaded Training maximises stability at the expense of mobility. In Loaded Movement Training, stability largely comes from the ability to mobilise. That is to say, our ability to be stable depends on our ability to be mobile. Mobility in the feet and ankles, hips, and spine are all benefits of Loaded Movement Training.

Mobility is key for complete strength

The more mobile we can be, the more potential we have to increase strength. At IoM (Institute of Motion), we strength train in the gym, but also at the park, at the beach, in the mountains even. We change

the environment. We're not always looking for the flat ground. We prepare the body for life's demands, which means various surfaces, various loads, and various body positions under load, in all three planes.

We constantly change the way we use tools to load the body, the way we move our bodies with them, the way we hold them, the position of our feet, the way each repetition has a different speed and direction of travel, and the conditions in which we train. We constantly vary the demands for integrated strength, for the ability to move under load, and for resilience in our environment.

Our lives are not static and linear: neither should our training be. **N**

Michol Dalcourt is an internationally recognised leader in human movement and performance. He is the founder and CEO of the Institute of Motion, inventor of ViPR and co-founder of PTA Global. To learn more about Loaded Movement Training, and an inclusive, integrated approach to health and movement, visit instituteofmotion.com



The more mobile we can be, the more potential we have to increase strength.



TRAIN TO BE SUPER



BODYWEIGHT ATHLETE

BECOME A BODYWEIGHT ATHLETE

Bodyweight Athletes are the epitome of strength, fitness and finesse. Bodyweight Athletes understand that a great workout is way more than just increasing reps and load; they understand how to manipulate workouts to obtain impressive skills and feats of strength. So when you tap into the Bodyweight Athlete program, you'll learn how to perform advanced calisthenics moves within the context of a highly structured fitness training program, enabling you to reach your true rock star athlete potential.

The Bodyweight Athlete program is powered by Network and delivered by Global Bodyweight Training, which is founded by Mike Fitch – the brains and brawn behind the Animal Flow phenomenon. This course is a world-first, which means successful students will be among an elite group of specialists in this field of exercise.

TAKE YOUR PRACTICE AND PROGRAMMING TO THE NEXT LEVEL.

1300 493 832 | FITNESSNETWORK.COM.AU/BA



BECOME A

fitnessU PRO-TRAINER

WHAT'S IN IT FOR ME?

REFER

students
to fitnessU
\$100

+

GET PAID

to mentor your
referrals
\$700

=

REWARD

- help new trainers/
instructors
- chance to identify &
groom new staff
\$800

What our Pro-Trainers have to say about the 'transformU' program



Boris Lukin (VIC)

Founder and Director,
Beyond Fitness

I'm actually really enjoying working with my fitnessU student. We have only had two sessions so far, but I think that we are both benefiting. The course work is fairly explanatory to get through and the program is set up in an easy-to-reference manner.



Marg Anderson (WA)

Owner, Regenerate Personal Training

Being part of a supportive organisation that leads the way in providing a unique learning platform for our future fitness professionals is a rewarding experience. Becoming a fitnessU Pro-Trainer is a great way to give back to the industry and help develop the future of fitness.

We're always looking for great Pro-Trainers around Australia.
Find out more at fitnessu.com.au/mentoring

1300 00 FIT U
fitnessu.com.au

fitnessU
Learn. Train. Transform

AUSTRALIAN FITNESS NETWORK'S 2016 AWARD WINNERS

At the recent FILEX convention, Australian Fitness Network recognised the tireless efforts of those who lead the way in our industry.

At the Opening Ceremony of the recent FILEX fitness industry convention, Network's Executive Director Nigel Champion took great pleasure in honouring four individuals who go above and beyond in their dedication to this amazing industry.

Lisa Westlake – Lifetime Achievement

Lisa's distinguished career has seen her combining her twin passions of physiotherapy and exercise to make a real difference in the lives of thousands of people, from oncology, cystic fibrosis and renal patients, to weekend warriors and mums-to-be.

The pioneer of instructor Fitball training in Australia and co-creator of Melbourne University's Exercise for Women postgraduate course, she was also instrumental in helping set up the highly regarded Pelvic Floor First project.

Through her company, Physical Best, Lisa espouses the philosophy that everyone, of any age or level, can reap the physical and emotional benefits of exercise – especially when there's also a good dose of fun thrown in.

Read Lisa's 'Perspective' feature on page 8



Mark McKean, PhD – Author of the Year

Mark is a fitness industry veteran of almost three decades. As a Senior Research Fellow at the University of the Sunshine Coast, he developed the Fitness Research program and the *Journal of Fitness Research*, which has enabled him to share industry-specific information with Network's savvy members.

Mark firmly believes that it's only through education and increased awareness of quality information that we can make a real difference to the health and wellness of all Australians.

Network's editor, Oliver Kitchingman, said: 'In an age where we can get fitness information – and misinformation – from countless self-styled online experts, it's more important than ever to cut through the noise to get balanced and scientifically-based content from an experienced and trusted source. Mark consistently ticks all these boxes.'

Read Mark's 'Evidence-based Practice' feature on page 37



Eleni Psillakis – Inspiration Award

With over 27 years' experience in the fitness and education industries, Eleni has overcome mental health and self-worth issues to dedicate her life to raising awareness of eating disorders.

Thirty years after failing to receive proper psychological help as a teenager, when physically recovering from an eating disorder, Eleni was diagnosed with severe clinical depression stemming from the same unresolved issues that caused the earlier eating disorder behaviours.

Eventually beating the depression, after her recovery, Eleni wrote the CEC-approved program 'An Insight to Anorexia Nervosa for Fitness Professionals'. Heading up a steering committee for managing and identifying eating disorders in the fitness industry, Eleni firmly believes that fitness professionals can be part of the solution for people with mental health challenges.



Claire Norgate – Presenter of the Year

Claire is a yoga teacher, qualified nurse and midwife who has also completed two masters' degrees and is currently studying physiotherapy. Her appetite for learning is matched only by her passion for sharing her knowledge and experience with fellow fitness professionals.

Having presented at countless FILEX and WAFIC conventions, she brings a dynamic approach to learning concepts that in other hands could be dry and overly-technical. The effort that goes into her presentations is always apparent to those lucky enough to experience them.

Ryan Hogan, Network's CEO said: 'Over the years Claire has been so supportive and helpful with our events, continually delivering above and beyond the expectations of a world class presenter. She is unquestionably one of Australia's – and the world's – top fitness presenters.' **N**





THE LONG LASTING ENERGY TO TAKE ON YOUR DAY!

As a passionate foodie, Dietitian, Personal Trainer and Running Coach, Amy recognises the importance of starting the day with a nutritious breakfast that offers superior nutrition to fuel the body. Her unique blend of oats, barley, triticale, spelt, brown rice, and rye, is designed to keep you satisfied. 100% wholegrain, it gives you long lasting energy to take on your day!

ONE 70G SERVE OF AMY'S GRAINS CONTRIBUTES 100% TOWARDS THE GRAINS & LEGUMES NUTRITION COUNCIL™ 48G WHOLE GRAIN DAILY TARGET INTAKE.

recipe

An easy, satisfying and nutritious breakfast, or post training snack that can be prepared in bulk and enjoyed over multiple days. Perfect for busy people on the run who value their health and fitness. The kids will even love it!

Ingredients:

- ¾ cup Amy's Grains
- 1 cup milk
- 2-3 tablespoons yoghurt
- ¾ cup of your favourite seasonal fresh or frozen fruit
- 1 tablespoon crushed nuts/goji berries/seeds (optional)

Method:

- Combine all ingredients in an airtight container, mix through and let soak for at least 15 minutes or overnight in the fridge.
- TIP: For those cold winter mornings or for those who like it hot, simply combine Amy's Grains and milk (or water) and cook in microwave for 5 minutes and top with remaining ingredients.



Visit amysgrains.com.au and enter promo code 'AMYe7ec' at the checkout to **SAVE 20% off** Amy's Grains and her E-book *Fit Fabulous Foodie*. Offer valid until 1 August 2016.

ptonthenet

**Education ignites passion and commitment.
It also boosts your profits.**

Why PTontheNet is essential for your PT business:

- › Immediate access to online continuing education
- › Largest, most comprehensive exercise library in the world
- › Continually updated content from industry innovators and leaders

Access to PTontheNet can be obtained in one of two convenient ways:

1. PTontheNet access combined with full benefits of Network membership for the value of \$199 per annum OR
2. Full access to PTontheNet for \$119 per annum

BEST VALUE!



For more information or to sign up visit fitnessnetwork.com.au/pton or call 1300-493-832

Australian fitness **network**

POWERED BY **fitpro**

RECOGNISING EATING DISORDERS IN CLIENTS

AND HOW YOU CAN HELP

The prospect of talking to clients about eating disorders may be daunting, but recognising the signs and knowing how to broach the subject could be life changing.

WORDS: LOREN BYFORD

As a fitness professional, you're in a good position to notice if someone is developing an unhealthy relationship with their body, exercise, or food. You might find yourself dealing with clients or colleagues with an eating disorder, and be unsure of what to do.

Understanding the early warning signs of an eating disorder will help. Once you know what to look for, you will have a better idea whether you should talk to someone about your concerns. You aren't expected to have all the answers: if you're worried about someone, you can help them get the support they need by connecting them with the right services as early as possible.

Eating disorders, compulsive exercise and negative body image frequently co-occur, so it's helpful to know what to look for in each of these situations.

What are eating disorders?

Eating disorders are serious mental illnesses that occur when eating, exercise and body weight or shape become an unhealthy preoccupation of someone's life. They affect approximately 9 per cent of the Australian population, with only one in six sufferers getting treatment. It's important to understand that an eating disorder is not a lifestyle choice, a diet gone wrong or a cry for attention.

There are four main eating disorders:

- anorexia nervosa
- bulimia nervosa
- binge eating disorder
- other specified feeding and eating disorders.

What classifies as compulsive exercise?

Everyone is different, and what might be a healthy amount of exercise for one person will be an unhealthy amount for someone else. If someone is exercising despite illness or injury, or experiencing anxiety and distress over missed workouts, they may be displaying signs of an unhealthy relationship with exercise. Compulsive exercise is not an eating disorder, however people who are compulsively exercising often experience a range of eating disorder-related symptoms, like unhealthy eating patterns, social withdrawal and body image concerns. Sometimes people engaging in compulsive exercise have poor body image, so language and behaviour suggestive of such a perception is also something to look out for.





Material from the 'How far is too far?' campaign highlighting the fact that eating disorders, compulsive exercise and negative body image frequently co-occur

Positive and negative body image

Body image refers to the way you see, think and feel about your body. Your body image can be positive, negative, or a bit of both. It can also change over time. If you have a positive body image you accept, respect and celebrate your body. You're more likely to have a healthy, balanced lifestyle, without spending too much time worrying about the way you look. If you have a negative body image, you might think of yourself as being larger than you really are or you may fixate on a particular body part, seeing it as being very unattractive.

What to look for

As a fitness professional, you have probably been in the situation where you suspect that one of your clients, students or team members may have an eating disorder. Maybe they have lost an excessive amount of weight, perhaps they are taking supplements for weight loss or gain (or even steroids), or they might be attending too many classes or exercising excessively. You can't always tell if someone has an eating disorder just by looking at them, so it's important to be aware of the signs that may indicate someone is developing or experiencing an eating disorder.

Look out for:

- Preoccupation with weight, body shape or composition
- Sudden or frequent changes in weight
- Taking supplements for weight loss/gain, or performance enhancement
- Becoming anxious about missed sessions or disruption to exercise



The 30-second article

- Fitness professionals are well placed to notice if someone is developing an unhealthy relationship with their body, exercise, or food
- Eating disorders are serious mental illnesses that occur when eating, exercise and body weight or shape become an unhealthy preoccupation
- Compulsive exercise and negative body image frequently co-occur with eating disorders
- Looking out for some key signs can help identify if someone is developing or experiencing an eating disorder
- Following some simple tips can help you connect sufferers with the support and help they need.

- Training despite illness or injury or to the point of exhaustion
- Experiencing dizziness, lightheadedness, or disorientation during or after exercise
- Weighing themselves frequently
- Unwillingness to take rest days.

How to approach someone

It can be hard to know what to say to someone who might be struggling with food, exercise or body image. It is a sensitive topic, but one that is of real importance to fitness professionals in promoting the health and wellbeing of clients and colleagues. Some tips include:

- Be prepared: read up about eating disorders, body image and other mental health issues (howfaristooofar.org.au)
- Pick an appropriate time and place for the conversation, being mindful of confidentiality
- Be calm, open and honest and use specific examples of things you have noticed
- Listen to their response and don't take it personally if they get angry or upset
- Have contact details for organisations such as Eating Disorders Victoria (eatingdisorders.org.au) at the ready in case they are ready to seek support.

What help is available?

Encouraging someone to contact the Eating Disorders Victoria Helpline on 1300 550 236 or help@eatingdisorders.org.au is the best starting point to help them access more specialised and tailored support, wherever they may live. Helpline volunteers can talk through the options for treatment and explain the different services available, as well as provide a listening ear and confidential support.

If someone does need ongoing help, the first point of contact for a full assessment and referral to a treatment team for many people will be a GP. A GP can refer on to a psychologist or other allied health professional such as a psychologist or dietitian.

'How far is too far?' – an early intervention site for eating disorders

Evidence suggests that the earlier someone gets treatment and support, the better their chances for recovery, so it is important that people working in professional roles can identify warning signs and start conversations with people who might be struggling. In this context, Eating Disorders Victoria has been funded by the Victorian Government to develop a mobile site to facilitate early intervention for eating disorders.

'How far is too far?' is a simple website and campaign that explores some of the everyday behaviours and attitudes that can be early warning signs of something else going on. 'How far is too far?' provides basic, clear and practical information about how to identify the warning signs of an eating disorder and how to support someone to get help. The website is targeted at people without training in eating disorders or mental health, but who, like fitness professionals, might be in a position to initiate a conversation with someone.

'How far is too far?' has just launched, so keep an eye out. You can use it to become familiar with some of the early warning signs of an eating disorder, and to get practical tips about how to talk to someone that you're worried about. It gives an overview of what help is out there, and how to support someone to get help early. **N**

Loren Byford, MPsych, BPsych (Hons) is an experienced psychologist working with Eating Disorders Victoria. She treats a wide range of issues, from anxiety to sleep problems, but has a special interest in treating and preventing eating disorders and related issues in young people. Visit howfaristooofar.org.au or eatingdisorders.org.au

Professional Fitness Websites Starting From \$199*

Unlimited pages, friendly support and access to edit anytime!

* Support and hosting fees apply.



REAL WORLD PT

DINNY MORRIS
SELF-EMPLOYED PT
NSW



A SNAPSHOT OF HOW TODAY'S
PERSONAL TRAINERS ARE WORKING,
LIVING AND SHAPING THEIR CAREERS

? Business name:

Dinny Morris Fitness, dinnymorrisfitness.com.au

? How long have you been a PT?

Six years

? Full time or part time?

Full time

? Why did you become a trainer?

I'm passionate about fitness and helping people transform themselves through personal accountability and training programs.

? Do you specialise?

I specialise in working with 10kg plus weight loss, 'emergency' weight loss for male and female clients, and in training guys for hypertrophy. People who come to me want to drastically change themselves for the better and that's what drives me to push them to achieve their goals. I work with a range of clients, from those who are just starting out and have a lot of weight to lose, right through to those who are already in great shape.

? What's your signature style of training?

Classics, keep it simple, don't over complicate it. Many of my clients work between 50-100 hours a week and don't need the complication of taking supplements or following no-carb or paleo diets. Every client's goals, needs, training ages and abilities are different, so I cater programs to each individual using a range of weights, body weight, functional, remedial and biomechanical training.

? How many hours do you train clients for each week?

35 to 40. It depends on clients being away for work.

? What hours do you work?

6 til 10am, and then 4 til 9pm.

? How many hours do you spend working on your business?

About 30 hours per week. I have a few online weight loss and personal training start-up businesses in the works. Watch this space.

? What do you do in between training clients?

Education, blogging, marketing and website stuff. I keep in touch with my clients and ask them what they're eating for lunch or what they've done training-wise. I keep their goals at the forefront of their minds.

? What do you do in terms of your ongoing education?

I do a lot of online and offline courses to build my skills and knowledge of health and fitness so I can pass it on to my clients. I read, and listen to industry-related audiobooks by authors with real world experience and results.

? How many regular clients do you have?

I have 15 regulars.

? How long do your clients stay with you?

I've been training some of my long-term clients for five years. Other clients come to me because they want to lose weight for a specific occasion, so I work to help them reach their goals in the shortest time possible.



? How do you get new clients?

Word of mouth and referrals from physiotherapists, chiropractors, masseuses and other industry or health professionals.

? Do you vet clients before you agree to train them?

Yes. There's no point having someone on your books who wants entertaining instead of training. All of my clients are results-driven individuals. The main thing I look for is that they have goals and are driven to succeed. I tell my clients exactly what to expect so there are no excuses six weeks down the track. I'm not there to do clients' push ups for them, I'm there to help them achieve their goals through programming and by keeping them focused and motivated. When clients achieve their goals, I make sure they 100 per cent know they are the ones who did that, not me.

? Do you ever turn clients away or refer them to other PTs?

Yes. I don't work with people who don't want to change bad habits or only want general fitness or routines. If someone is an emotional eater and refuses to get help or someone refuses to stop smoking a pack of cigarettes a day, you can't change them. They can only change themselves.

? What's your USP?

I'm very hardworking, passionate and results-driven. No smoke and mirrors. No fluff. I'm not in this business to stroke egos or talk nonsense. I listen to what my clients need and want. I 100 per cent personalise each client's program using different instructional techniques that cater to individual strengths and weaknesses, such as core, lower back and shoulders. I'm relentless when it comes to training and ensuring my clients get results and maintain a positive mindset. But through all the sweat and hard work, I still manage to make my clients laugh!

? What's the best thing about being a PT?

When clients achieve their goals and freak themselves out because they never thought they could lose so much weight or build so much muscle. I've had clients who have been able to overcome various medical conditions and stop needing medication after improving their health and fitness on my programs. There's not much more satisfying than that. It's always a win to work with motivated people who have a fire inside them and all you need to do is stoke it.

? And the hardest?

Working your ass off to help people who won't help themselves, aren't dedicated to achieving their goal, or don't respect your time.

? What's the biggest misconception about working in fitness?

That it's easy. Dealing with some people who have developed



When clients achieve their goals, I make sure they 100 per cent know they are the ones who did that, not me.



bad habits over long periods of time or have psychological and emotional attachments to food can be very hard. It requires patience and understanding as poor eating habits and bad health choices can be deeply ingrained and don't just dissipate overnight. That's why it's important for each client to be ready for change when they come to me.

? Where would you like your career to take you?

Online.

? What's your fitness philosophy?

Keep it simple.

? What advice would you give to someone starting out as a PT?

Know the type of client you want to train. I'm an energy person, so if someone is motivated and ready to change themselves, then I'm ready to help them. Helping them achieve their results not only helps the client, it also helps you grow your business. No one cares about your abs or how much you can deadlift unless you can get a client to achieve the same. Looking the part is part of the business, but actually inspiring people and putting sessions together should be your priority. It's OK to say no to training a client if you don't feel right about them.

Find a mentor who will give you constructive feedback and stay open to learning by taking courses and building on your education. Be an original, not a copy. Reading other industry leader's blogs then rehashing the information to clients without having tried the training style yourself is not good practice. Practice what you preach. Stay away from gym politics and focus on your own clients and business. Know your realm of practice and stick to it; you're not a doctor, you're not a counsellor, and you're not a chiropractor. But you do have the ability to help transform lives if you do things right. Lastly, you need to want your client to succeed and achieve their goals as much as they do. **N**

You can find Dinny online at dinnymorrisfitness.com.au, [instagram.com/weightloss.coach](https://www.instagram.com/weightloss.coach), [youtube.com/user/dinnyjoefitness](https://www.youtube.com/user/dinnyjoefitness), and [facebook.com/DinnyMorrisFitness](https://www.facebook.com/DinnyMorrisFitness)





Strengthening the connection



As I write this column at Network HQ we are literally packing away the last bits and pieces of #FILEX2016 and attempting to shake off the PCB's (Post Convention Blues). The event was a huge success and I can't thank you, our members enough for your support. I enjoyed every connection and handshake and can't wait to do it all again next year in Sydney. Check out page 6 to relive some memories or whet your appetite for next year!

At the opening ceremony of FILEX, Executive Director Nigel Champion unveiled the refreshed brand identity for Network and we couldn't be happier with how it's turned out. We believe the fresh new look is a strong representation of our core values. You can read more about the brand refresh in Nigel's column on page 11. You'll see the new brand reflected throughout all of Network's offerings in the coming months, starting with this edition of *Network*.

As for other internal Network happenings, we have a number of unique and exciting courses coming up, including the PCC certification and Bodyweight Athlete courses (see pages 15 and 57), and an expansion of our YogaFit Instructor Training around the country. We're hoping to connect as many of you as possible this year to our cutting edge face-to-face courses, so if one of our offerings appeals, be sure to get in touch for more information, as places are limited. Check out this season's calendar of courses just over there on the opposite page!

It has become very clear to me, and the rest of the Network team, that you, our members, want to have more opportunities to connect with each other face-to-face. In the digital age we are becoming more isolated in our own worlds, both at work and at home. The FILEX convention offered a reminder of how beneficial it is to connect with colleagues and peers. With this in mind, we are in the early stages of exploring how we can better connect you, our members, with each other to exchange ideas, discuss challenges and strengthen your network. Stay tuned for more details as they are released later in the year.

I wish you all the best in your business and health, wherever this column may find you.

Until next time,

Ryan Hogan, CEO
ceo@fitnessnetwork.com.au



Get an edge with thread: Design your own Active Wear with SLY

Want your own active wear label to help promote your fitness business? Here's your chance!

Fitness professionals can now create their own fashionable, tailor-made active wear, thanks to SLY Active, a new manufacturer and wholesaler of brandable fitness apparel. SLY don't just drop logos onto the middle of shapeless t-shirts. They work with fitness professionals, from PTs to gym owners, to create active wear that is on-trend, builds a sense of community among clients and works as a walking advertisement for any fitness business.

The SLY Active crew are giving away a Design My Label package, valued at \$900, giving you the chance to work with the SLY team to create a unique print on the shirt of your choice (visit slyactive.com to view the range) and have the first 50 units produced and delivered to your door.

For your chance to win this amazing prize, email editor@fitnessnetwork.com.au explaining in 50 words or less why you and your clients deserve to be wearing brand YOU!



An innovatively cool recovery experience...

CoolXChange is an innovative 2-in-1 Gel Bandage designed to enhance recovery for pain and inflammation by providing cooling and compression therapy in one easy step. The CoolXChange Gel Bandage accelerates the common first aid treatment method of R.I.C.E (Rest, Ice, Compression, Elevation) by combining the cooling and compression stages for effective recovery from muscle sprains and strains, without requiring refrigeration.

The cool therapy elastic gel bandage applies cold compression to the affected site and is suitable for sprains, repetitive motion injuries, muscle strains and overuse injuries. CoolXChange is self-adhesive so it can be used on any part of the body and is ideal for first aid kits and gym bags.

For your chance to win 1 of 5 CoolXChange bandages, email editor@fitnessnetwork.com.au explaining in 50 words or less how a CoolXChange bandage would help you or your clients.

For more information visit coolxchange.com.au



WHAT'S ON?

Don't let the chill in the air stop you from getting out there and firing up your mind with Network's biggest ever range of face-to-face courses this Winter! For details go to fitnessnetwork.com.au/calendar



Animal Flow Level 1 Instructor Workshop

16-17 July Sydney
9-10 July Christchurch, NZ
9-10 July Gold Coast



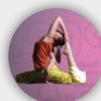
Animal Flow Level 2 Instructor Workshop

23 June Sydney
29 June Brisbane



Bodyweight Athlete

25-26 June Sydney
2-3 July Melbourne



YogaFit Fundamentals

17-19 & 24-26 June Sydney
1-3 & 8-10 July Perth



YogaFit Prenatal

11 July Melbourne



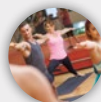
YogaFit Level 3

14-15 July Melbourne
28-29 July Brisbane



YogaFit Anatomy & Alignment 2

16-17 July Melbourne
21-22 July Sydney
30-31 July Brisbane



YogaFit Sweat

23 July Sydney



YogaFit Meditation & Mindfulness

12 July Melbourne





THE SOCIAL NETWORK

The stories that grabbed your attention on Network's social media in the past few months.

Our gigantic problem with portions: why are we all eating too much?



A shared story about portion sizes got a lot of traction: 'Up until the age of three or four, children have an enviable ability to stop eating when they are full. After that age, this self-regulation of hunger is lost, and sometimes never relearned'

- Rachel:** *Self regulation is trained out of us. I hate this concentration on portion size as it is another way to count calories which obviously does not work. Let kids leave food on their plates, if they were hungry they'd eat it*
- Ashley:** *My mind understands this, but my heart and my stomach say "No No!" Damn. They make excellent arguments.* 😊

19 secrets spin instructors will never tell you



A shared feature revealing the tricks of the indoor cycling trade obviously resonated, with many of you choosing the 'secrets' that struck a chord with you. We kicked things off with: '#9. There's nothing more awkward than trying to teach an entirely silent class.' Agree?!

- Rachael:** Haha familiar!
- Sandra:** Haha! I defs wouldn't be able to do it. I think I'll stick to being a participant 😊
- Dayna:** So true!



fb.me/ozfitnetwork twitter.com/ozfitnetwork pinterest.com/ozfitnetwork [#ozfitnetwork](https://www.instagram.com/ozfitnetwork)

Share your fitness pics! instagram [#ozfitnetwork](https://www.instagram.com/ozfitnetwork) or email your snaps to editor@fitnessnetwork.com.au

MEET THE NEW RECRUITS!

Network is proud to announce two more awesome Network Ambassadors – a massive welcome to Amy Giannotti in VIC and Cherie Hussey in QLD!

Amy is a dietitian, personal trainer, strength and conditioning and running coach, author of ebook *Fit Fabulous Foodie* and creator of 'Amy's Grains'.

So why is Amy so amped to be a Network Ambassador? 'I'm excited to be able to help people take their first steps into this exciting and rewarding industry, and to keep growing once they are in it, by joining the Network community. For longevity, growth and professionalism, Network offers an endless list of courses, events and support

services over a wide spectrum to ensure you are continuously stimulated and developing!

Up in sunny Queensland, Cherie has had a long and varied fitness career that has encompassed roles in club and PT studio management, industry trainer and national PT coordinator in the 24-hour fitness franchise market.

Cherie says 'I'm extremely excited about working with the Network team! My passion is team management and I'm on a mission to motivate and educate all our franchised and independent clubs in Queensland. Let's get back to basics people, create an awesome health and fitness community hub for our members by engaging *and keeping* a great personal training team!'

Network's Ambassadors give you a regional point of contact to find out about all things Network – from course dates and membership questions, to FILEX queries and CEC solutions. Meet them all at fitnessnetwork.com.au/ambassadors





MEMBER PROFILE:

BIANCA PARKYN
PT & WELLNESS COACH, SA



What fitness qualifications do you hold?

I've gained a diverse range of qualifications over 19 years in the industry, including my certificates 3 and 4 of course. I'm registered as an Intermediate Fitness Professional.

Where do you live and work?

I live in Little Douglas, a remote beachside location. My business, First Choice Fitness, is currently contracting out of 24Fit in Port Lincoln.

What are your main roles in the fitness industry?

Personal training, wellness coaching and mentoring.

How did you arrive at where you are today in your career?

I started out managing the fitness section of a recreation centre. Since then, my career has taken many twists and turns, including training passengers on board cruise ships. I have won a number of awards, including SA Personal Trainer of the Year and SA Fitness Professional of the Year. Flatteringly, I was once head-hunted to apply to work with *The Biggest Loser* TV series.

Describe your typical day

I start with gratitudes, meditation, a beach walk and a swim in the ocean most days. Then I train PT clients mid-morning and get a little admin and research done. In the afternoon I take a few more PT sessions and teach a class before watching the sunset. In the evenings I'll often mentor students via Skype.

What skills are needed in your role?

Customer service, honesty, discipline, self-belief, determination, integrity, setting clear boundaries and the ability to say the hard things to people when required!

What's your greatest career highlight?

In all honesty, teaching orphaned children PE, dance and art in Africa – with up to 80 kids in a class! These kids are radiant, vibrant, have fun and live in the moment, even though their bodies may be riddled with HIV, TB or hepatitis. This chapter taught me kindness, humility, courage and to make the most of each day. These children are some of the 59 million orphans across Africa. They are eager to learn and travel large distances to attend school and collect water for themselves and their families.

Africa changed me for the better and I left a lot of egotism, my own self-importance and materialism behind there. Now I focus on gratitude and my blessings in life a lot more, especially the people and animals that really matter to me. Seeing 270 hungry kids each day sorted me out with priorities!

Who has inspired you in your fitness industry career, and why?

Michelle Dean for her up-tempo classes and positive energy!

What's your main focus now and what are your goals for the future?

Wellness retreats. I'm currently studying the connection between emotions and how they manifest in the body and how to work on these issues moving people forward in a positive direction. An innovative outdoor group fitness class new to Australia is also in the pipeline.

What motto or words of wisdom sum up your fitness/life philosophy?

'What you think you create. What you feel you attract. What you imagine you become.' Adele Basheer

And finally – who would be on your ultimate dinner party guest list?

Cathy Freeman for her guts and determination and getting her point across. Jane Goodall, as I have huge respect for the awareness she raises for the plight of animals. Oprah Winfrey is smart, generous and a positive role model. The late Nelson Mandela for his ability to forgive and overcome great adversity. He had the courage to never give up in what he believed in. **N**



Want to be profiled in a future issue?

For details email editor@fitnessnetwork.com.au

RECIPES FOR WINTER

As the days grow shorter, The Healthy Chef shares a perfect 10-minute immunity-boosting meal and the comfort of a deliciously healthy banana bread.

RECIPES: TERESA CUTTER

Spelt and honey banana bread

Here is one of my favourite banana breads of all time! It's the recipe I developed when I first started my Healthy Chef Cafe in Sydney's Northern Beaches, many years ago. I absolutely love this bread's wonderful texture and depth of flavour. This makes a nice change from typical store bought and café-style banana breads that are generally high in refined white flour, sugar and saturated fats. It's important to bake this in a slow oven for around 1 hour, and a little more if needed. This bread will keep really well in the fridge for up to a week.

What's great about it?

Bananas are a terrific energy food and a great source of potassium, an essential mineral for maintaining normal blood pressure and heart function. They add moisture and sweetness to baked goods, which means you can reduce the amount of sweetener and oil considerably.

I love using olive oil and macadamia oil when baking, they are both delicious sources of monounsaturated fats that can help support good health and wellbeing. Wholemeal spelt has a higher amino acid profile than regular wheat flours, and is also high in fibre with a low GI for sustained energy.

Makes 1 loaf

Ingredients

450g smashed ripe banana
2 eggs
120g honey
100g olive oil or macadamia nut oil
2 teaspoons ground cinnamon
1 teaspoon vanilla paste or extract
2 teaspoons baking powder
175g coconut, desiccated
180g spelt flour, wholemeal

Preheat oven to 160°C (fan forced). Combine smashed banana, eggs, honey, baking powder, cinnamon, vanilla and oil into a large mixing bowl. Add coconut and spelt flour. Mix through until combined. Spoon bread mixture into a loaf tin lined with baking paper (a tin roughly 10cm by 26cm works well). Decorate the top of the bread by adding halved banana and brush the tops with a little olive oil and melted honey. Bake for 1 hour or until the bread has cooked through. Cool completely in the tin before removing. Serve at room temperature or lightly toasted and enjoy.

Inspiration

- Serve toasted with nut butter or ricotta and honey
- Perfect for school lunch boxes.

Warm kale, quinoa and feta salad

The Healthy Chef Recipe App

Featuring over 180 recipes, Teresa's app includes wheat-free, gluten-free, vegetarian, paleo, raw and sugar-free recipes designed to make you feel and look great.

Discover nourishing juices, beautiful breakfasts, wholefood mains, fermented foods, purely delicious desserts, cakes and more, all with beautiful photography and easy-to-follow instructions. Available now for Apple and Android phones and tablets.



This delicious meal is rich in super food goodness. High in antioxidants and restorative minerals to boost energy and vitality, it's quick to make for a weekday dinner and any leftovers can be taken to work the next day for lunch. I love to vary the superfood greens that I use, based on what's in season or what I have lying around in the fridge. Kale, leek and spinach marry perfectly in this meal, and I also love using other greens such as asparagus or broccoli.

👍 What's great about it?

Kale is part of the cabbage family and this wonderful vegetable is a good source of all three antioxidants: beta-carotene and vitamins C and E. It is also rich in naturally occurring glucosinolates, which help in the fight against cancer. Leeks are part of the veggie family called allium vegetables, the same as garlic and onions. They contain the flavonoid kaempferol that can help protect the body from oxidative stress. Quinoa is high in protein and contains all the essential amino acids needed for growth and repair. Including quality protein sources into your meals every day supports fat loss and a healthy metabolism. Remember, for fat loss it is recommended you get around 120g of protein per day to aid satiety and support lean muscle.

Serves 4

🏠 Ingredients

- 1 cup quinoa
- 1½ cups water
- 1 medium sized leek (trimmed, halved, washed and sliced)
- 2 tablespoons olive oil
- 1 bunch flat leaf kale (cavolo nero) washed, trimmed and finely sliced
- 2 handfuls baby spinach leaves
- ¼ cup parsley chopped
- 3 spring onions, sliced
- ½ lemon
- 100g Persian feta, goats cheese or labna
- Sea salt and pepper to taste

Wash quinoa under running water and drain. Combine in a pot with water, cover and bring to the boil, then cook over a low heat for 10 minutes. Remove from the heat and rest for a further 10 minutes. Sauté leek in a large pan with the olive oil until softened. Add shredded kale and cook until softened. Add cooked quinoa and the juice from the lemon, then fold through. Add baby spinach, parsley, spring onion and a little salt and pepper. Serve in the pan topped with feta and enjoy.

★ Inspiration

- If you prefer, use avocado in place of feta
- To reduce cooking time on a weeknight, cook the quinoa beforehand and store in the fridge.

Teresa Cutter, aka The Healthy Chef, is one of Australia's leading authorities on healthy cooking and the author of the *Purely Delicious* recipe book. A chef, nutritionist and fitness professional, she combines her knowledge of food, diet and exercise to develop delicious recipes that maximise health and wellbeing. thehealthychef.com

THE GLOBAL CYCLE

HIT

LES MILLS
sprint

NEW

30
MINUTE

HIGH-INTENSITY
CYCLE
TRAINING

BECOME A LES MILLS SPRINT INSTRUCTOR

Attend a 2 day Training Module and start teaching in a club near you
www.lesmills.com.au/training/initial

Call 02 6282 8192 or email education@lesmills.com.au

GX SKILLS

HOW TO CREATE A TRUE GROUP FITNESS COMMUNITY

Amazing class atmospheres don't always just happen, but by adopting some strategic techniques you can foster a safe and supportive environment in which participants excel.

WORDS: CAROLINE HYNES

In a recent survey of regular group fitness participants, 1 in 3 named community as one of the top three reasons they enjoyed going to classes. Although initial triggers for attending group fitness classes revolved around weight loss and general health, the survey revealed that the key to member retention and successful classes appears to be the ability to foster an environment of group interaction and connection.

We might assume that community in group fitness works because:

1. It creates a safe, supportive space for newcomers within a sometimes uncomfortable environment
2. It inspires healthy competition among members and a drive to better themselves
3. It creates a sense of accountability and routine
4. It improves the energy and fun of the workout by creating a team atmosphere.

In my experience as an instructor, a well-developed group fitness community in your class takes the pressure off you having to provide all the energy needed to make the class successful. Taking complete responsibility for lifting the energy of the group is a surefire route to instructor burnout. A solid community (once created), comes to class with an existing energy, motivation and connection, eagerly awaiting what you have in store. Instead of being energy vampires, *they* provide the energy, and the instructor's role then becomes one of a conductor, channeling and refining this energy to deliver an effective and memorable class.

How can you create community?

So if community is such a great thing, how can you go about creating it? We've all walked into 'that' class. You know, the

one where no one dares to look at each other, and all eyes are on you in what seems like an angry silence while they sum you up and begin the judgement process. This is one of the most intimidating environments for even seasoned instructors. You may find yourself questioning your talent, your choreography or even why these people are here every week when they look so unhappy. Where do you start the seemingly impossible task of helping these people connect?

Talk to your participants

Establishing a connection from the very start of the class is the key. Talk to your class members. I mean *really* talk to them. Start 15 minutes before the class by standing outside the door with them, introducing yourself and asking their names. You won't remember all of them, but people forgive that if you've shown that you care by taking the time to ask them initially.

Identify newcomers

When you open the class, introduce yourself again. If you've spent enough time talking to them outside then you've probably identified the newbies and already screened them for injuries or conditions. I like to do another check once the class has started by asking 'Is there anyone else brand new to class today that I haven't already spoken to?' If someone says yes, then I jump off the stage, go up to them and quietly check if they are new to exercise and have any injuries. I also like to let them know that if at any point during the class they are uncomfortable with a movement or need any type of help, to raise their hand for assistance.

Reassure

I like to reassure them that they don't have to get everything perfectly right (it is their first time after all) and what's important is that they do their best and don't give up. I also repeat this to the wider group in my introduction at the start of every class. We strike a deal and I don't start until they respond affirmatively. This might appear to be a somewhat lengthy process, especially if there is more than one new person, but it only takes a couple of minutes and immediately creates a personal connection between you and the new member.

Acknowledge class regulars

It's also important to acknowledge the regular members. Where the program you're delivering permits, get off the

stage and get amongst the crowd. General motivational statements to the group are great, but using names and appropriate touch techniques will really lift member motivation to new heights. Using names also informally introduces participants to the rest of the group. Robert becomes the guy who always makes it to the end of the 3-minute plank, Sara always kills it on the push-ups and Denise does all her repetitions with perfect control. In acknowledging each member publicly you start creating a tangible identity for each member as part of a larger group. Others can connect with these people through the story you tell and become part of the special world within the studio.

Know thy neighbour!

Another technique that can be employed in most classes includes asking members to say hello to their neighbours before the class starts. This can be a little awkward to begin with, but the more you persist, the more it

becomes the norm and the barriers start to dissolve.

Teamwork and interaction

Using partner and team work in your class also works well to break down invisible barriers, especially when the members of the team need to work with each other to complete the workout. Other techniques such as inviting members to join you on the stage or provide demonstration to the group can again take the focus off you as the sole source of all energy and teach your class how to start looking to each other for additional motivation and support.

Gym ambush

Lastly, one of my favorite tactics (because I might forget a name but I never forget a face) includes a little gym ambushing. If you see someone on a treadmill or bike that has done one of your classes previously, use sensitivity to determine whether it's appropriate to approach them. If it is safe to



The 30-second article

- A sense of community is frequently cited as a major reason for attending group exercise classes
- Talk to class members before class, and personally connect with every newbie
- Reassure participants that perfect execution isn't all that matters, and that what's important is doing their best and not giving up
- Acknowledge regulars, get participants to say hello to each other, and use teamwork exercises to break down barriers
- Lead by example and always be genuine, authentic and open, because where you lead, your participants will follow.

Club TV Sound for Apple & Android Devices!

The fun begins with a simple AppAudio download. The App enables members to enjoy the sound from your TV screens on their Apple or Android phones. Engage members with custom text banners and advertising, class schedules, reward programs and more. AppAudio technology provides seamless integration with Cardio

Theater, Broadcast Vision, MYE/Fitness Audio entertainment systems.

Chosen by Technogym and Netpulse as the preferred headphone listening software for their Apps. Get with

AppAudio - the experts in TV Sound over WiFi. Distributed by AMA around Australia and the Asia Pacific region.



FREE DOWNLOAD
app4audio.com
or scan qr code



AMA
Aerobic Microphones Australia
Ph: 02 8399 1052

Email: info@aeromic.com.au
Web shop: <http://www.fitnessaudioshop.com.au>
JP's Blog: <http://blog.fitnessaudio.com.au>

“

Communities work in group fitness because everybody wants to be somebody, everybody wants to be seen and everybody wants to feel a part of something.

”

do so, go up to them and say hi. You might ask them to remind you of their name, talk about anything that presents and casually ask when you'll be seeing them back in class. This is the ultimate personal connection. It demonstrates that you saw them, you remembered them, they are an important part of the class and that there is someone looking out for them.

Not all of these tactics will work for all programs. Some programs promote a culture where the instructor cannot leave the stage, whereas others allow a lot more flexibility. But regardless of the type of program you are teaching, the key is to lead by example and always be genuine, authentic and open – a real person. The more you can do this, the more you provide your members with permission to show up to class as themselves. The result? A safe environment where

members can be proud of their differences and curious about each other's; a group that becomes one, complimenting and completing itself with its individual differences. This is how the community groundwork is completed.

In my personal experience, communities work in group fitness because everybody wants to be somebody, everybody wants to be seen and everybody wants to feel a part of something. As humans, we have an innate desire to be in relationships with each other. As long as the group is managed with sensitivity and its process is allowed to unfold organically without control or set expectations, people *will* eventually connect. Even those stone cold faces that stare back at you from the front row every week will eventually open up with a little nurturing – and these are the people who often end up being the biggest community advocates.

So whatever your genre, I challenge you to list the ways you can begin role modelling community within your classes. Try them out for a month, and see what happens. You might just find your classes become the most popular on the timetable. **N**

Caroline Hynes is an experienced fitness professional currently employed as an instructor, teacher, tutor and group fitness coordinator within the industry. With a passion for group fitness and education, she is committed to doing all she can to see group fitness continue to thrive through the development and education of current and future fitness instructors.

Fed up with the cheap mic your club uses?

"They fall off my head!" "They don't sound like me!" The windsocks cost too much!" "It shuts down in half an hour if you don't use a windscreen" "They bounce around in front of my face too much"

This is what we've been hearing back from instructors ever since a major wireless brand supplied a "fitness" microphone to a couple of club chains. Well if you don't like to use them then maybe you should have your own mic!

The E•Mic comes in 4 colours. It has hard-to-break steel core cable, not soft copper wire. It has a reinforced elbow piece to keep the flexible arm at your mouth level. It has an adjustable headband to help keep the mic stable on your head. Spare windscreens cost \$20....for 8!

Yes it costs more, because we take the time to add more hand finishing at the factory that makes it a better mic for teaching fitness classes. We supply it for our own Fitness Audio bodypacks, and for use with other brands like Shure, AKG, JTS, Sennheiser, MiPro and more.

Available freight free and with a bonus pack of 8 windscreens all for a tax deductible **\$297.00**

Call us now on 02 83991052 to purchase or go to www.fitnessaudioshop.com.au/e-mic.html



E•MIC®



Aerobic Microphones Australia
Ph: 02 8399 1052

Email: info@aeromic.com.au
Web shop: <http://www.fitnessaudioshop.com.au>
JP's Blog: <http://blog.fitnessaudio.com.au>

MINDSET COACHING:

WHEN SOFT VALUES DRIVE HARD RESULTS

From the boardroom to the gym, awareness of your thinking, speaking and actions can be the difference between failure and success.

WORDS: GREG SELLAR

Being aware and knowing where you lie in space is one of the fundamental priorities for anyone wanting success – it isn't a magic bullet, but it is the first step. Self-awareness is about understanding your own needs, desires, failings, habits, and everything else that makes you tick. By being more aware, you open up the number of choices available to you in any given situation. The more you know about yourself, the better you are at adapting life changes to suit your needs. It's a little more complex than the over-saturation of blogs citing the 'Top 5 Tips To Create Successful Leaders'. If it were that easy, we'd all be doing it. If you don't know yourself, you can't expect to put any advice into practice.

I had a discussion at dinner recently where a friend asked, 'What is it you do at lifehack?' In explaining that I believed the individual is key, he commented 'oh, so it's quite a soft approach then'. I had to pause for a second to ask myself why he might think that, because from what I knew, being aware enough to deal with your own

thoughts and actions was much harder and more confronting than recognising a simple skill deficit. I knew it was more challenging to look at yourself objectively and assess emotions and habits than it was to eat up some self-help performance and productivity tips on LinkedIn.

I found myself saying, 'No, actually, it's quite the opposite. I find these supposed 'soft' values are where most people in leadership and management roles fall down, because they're focusing on the wrong things. Focusing solely on 'hard' values such as growth, profitability and ROI, ruling with an iron fist, being too direct, arrogant and bullying, leads to underperformance.' People in business who lack interpersonal skills, because they aren't aware of how they're behaving, perform poorly over all but the shortest of time periods. And their businesses do as well. This is a verifiable fact. They are poor performers, not only as people managers, but also at developing strategy and delivering bottom-line financial results. In other words, soft values drive hard results.

In their study titled 'What Predicts Executive Success?', teams at Green Peak Partners and Cornell University produced some very clear research results:

- *'Bully' traits that are often seen as part of a business-building culture were typically signs of incompetence and lack of strategic intellect* – being arrogant or impatient correlated with low rates of financial results and business acumen.
- *Poor interpersonal skills lead to under-performance in most executive functions* – executives whose interpersonal skill scores

were low also scored poorly on every single performance dimension.

- *Leadership searches give short shrift to 'self-awareness', which should actually be a top criterion* – executives who are aware of their weaknesses are often better able to hire subordinates who perform well in categories in which the leader lacks acumen.
- *Experience at many different companies is not a positive sign* – executives who change jobs frequently are often trying to outrun a problem, and that problem often has to do with how they 'fit' in the workplace.

When we improve our awareness, we give ourselves greater choices in life. Our choices can either be paralysing or mobilising, depending on our mindset and ability to read situations. It's always amazing to me how two people can read the same situations completely differently, and it does go a long way to explaining why we get conflict and problems in the workplace.

We have a choice to respond to any situation that leads to, or away from, success. Feelings of fear and anxiety around scarcity can lead to inaction and seeking others to blame for things not heading in the right direction. This is when we tend to see the worst in leaders as they clutch at straws to reverse trends that are only made worse



The 30-second article

- Self-awareness opens up the number of choices available to you in any given situation
- Many people in leadership and management roles fail to achieve long-term success because they lack the self-awareness and interpersonal skills needed to get the best out of their teams and themselves
- Consistently thinking, speaking and acting in a calm, confident manner will make those around you want to do the right thing and work towards your common goal
- Suggested processes for becoming more aware include remembering you always have a choice, getting a coach, writing your goals down and meditating or self-examining.



Supposed 'soft' values are where most people in leadership and management roles fall down, because they're focusing on the wrong things.



by their behaviour. Lose the people's faith and it's difficult to get it back. Conversely, thinking, speaking and acting in a calm, confident manner allows employees to recognise that there is a plan of action in place and that the thinking that dominates is from a place where there is no shortage of opportunities to create change – abundance. Gain this and those around you will want to do the right thing and work towards your common goal.

When leaders forget their 'human capital', they forget the 'soft' values like the motivations of their employees, their happiness and feelings towards belonging. They do so at the expense of 'hard' results – i.e. the bottom line. But so often we find that it's the executive who can communicate well with investors, look after their staff and manage with empathy and fairness that gets the best results. It's time to abandon conventional wisdom and get back to managing people more effectively. Managing from a point of calmness, confidence, abundance and action.

The question is then, how do you become more aware? The challenge is that we store memories according to our experiences, so recalling them in an objective way can be difficult. It's suggested you:

- *remember you always have a choice* – most of our behaviour is purely reactionary based on past similar events. To break a cycle of habit, you need to keep in mind that there is always another way.
- *get a coach* – this will give objective 'feed-forward' and strategy around goals. It's not about 'advice' – you already have all the answers and know your role best.
- *write your goals down* – on average, you're ten times more likely to achieve something if you write it down. Sounds simple, but no one ever does it. Trying to recall events and emotions because 'it's all stored up here' is useless, as thoughts and memories change over time.
- *meditate or self-examine* – it's definitely the fastest way to get to grips with your thinking. If it sounds too 'airy fairy' for you, then at least take small breaks in your day to take stock of how you're feeling and how it's affecting what you do and say.

This is not about being a person who is walked all over or 'wet' in the boardroom. This is about having a level of emotional intelligence to recognise how you see yourself and, more importantly, how others see you. To get the 'hard' results, allow yourself to get a little 'soft'. Your leadership could depend on it. **N**

Greg Sellar is a performance coach and serial 'life hacker', challenging people to change the way they think and act. With a degree in Sports Science and a Diploma in Coaching, Mentoring and Leadership, he has worked with some of the biggest names in global fitness. teamlifehack.com



EARN WHILE YOU LEARN

to be a PT in world class facilities.

The Fitness First PT Career Pathway is the envy of the industry. We provide you with job security and employment in an environment that allows you to learn your trade and build a client base. We give you a mentor to guide and develop you through the first several months of your career while you get paid an award winning rate! If you have your Cert III & IV in Fitness and are looking at taking the first step in your Personal Training career, then get in touch.

Please go to [Careers.FitnessFirst.com.au/Filex](https://careers.fitnessfirst.com.au/filex)



Fitness First

EVIDENCE-BASED PRACTICE:

PILATES AND YOGA

The continued growth in popularity of both Pilates and yoga prompts the question, how effective are these mind body disciplines?

WORDS: DR MARK MCKEAN PhD

Neither yoga nor Pilates are new practices, but their presence within the fitness industry has never been greater. While club timetables vie with ever proliferating dedicated studios for their share of the mind body market, the question arises of just who should be practicing these disciplines – and for what outcomes?

First under the microscope is Pilates.

Pilates

A systematic review by Wells et al. (2012) suggests the literature defined Pilates as a 'mind body exercise that focuses on strength, core stability, flexibility, muscle control, posture and breathing.' Pilates emphasises control of both body position and movement and was originally called 'Controlology'. The authors of this review identified several repeated principles that are commonly found in Pilates, namely 'centring', concentration, control, precision, flow, and breathing.

Due to the broad range of peer reviewed publications on Pilates, I am fortunate to be able to draw on both systematic and literature reviews to discuss the use of this discipline.

Effects on healthy people

In 2011, Cruz-Ferreira et al published a systematic review in this area, but when determining value of the studies confirmed there was a low scientific rigour on all papers. These studies ranged in length of intervention and frequency of sessions per week, and involved both mat and reformer methods. However, none of the studies assessed for their review involved any follow up after the period of intervention, so the long term effectiveness of any of these changes is, as yet, unknown. In this review, Pilates was shown to improve flexibility (strong evidence for its effectiveness), dynamic

balance (strong evidence) and muscular endurance (moderate evidence) in healthy people. There was limited or no evidence to support its effectiveness in changing or improving transversus abdominis thickness, blood pressure, abdominal strength, postural alignment, body composition or vertical jump. In most cases the quality of the research was the limiting factor, and until better research methods are applied, it will be difficult to conclude the true value of Pilates in these areas. Finally, a systematic review by Aladro-Gonzalvo (2012) reported there was poor evidence indicating a positive effect of Pilates on body composition.

Effects on back pain

A systematic review and meta-analysis conducted in 2011 by Choon Wyn Lim and colleagues resulted in only seven quality research papers in this area. Their analysis reported that Pilates-based exercise was better for pain relief than minimal interventions, but did not support the superiority of Pilates over any other form of exercise in reducing non-specific low back pain. However, the authors again acknowledge the low quality of studies available. Another 2011 systematic review (Pereira et al. 2011) provided similar outcomes and concluded that there is poor

evidence to show that Pilates improves pain or functionality of people with low back pain. In fact, movement-based interventions have been shown to be infrequently effective for changing observable movement patterns. Further, a relationship between changes in movement patterns and improvement in pain or activity limitation was also infrequently observed (Laird et al. 2012).

A 2013 meta-analysis by Aladro-Gonzalvo et al. confirmed similar outcomes, with no evidence to show Pilates was more effective than any other therapeutic treatment, and moderately superior to no treatment at all in improving disability and providing pain relief. The authors caution readers on the use of Pilates in this area and suggest the optimal implementation of Pilates in cases with non-specific low back pain is unclear.

Effects on older adults

A more recent review into the effectiveness of Pilates in older adults by Bergamin et al. (2015) provides several clear and positive outcomes. There was good evidence to show the effectiveness of Pilates on improving strength and maintaining this over long periods, improving dynamic balance, improving flexibility and range of motion as well as improving walking and gait. The authors conclude that Pilates may



be worthwhile as an activity to prevent falls in the elderly for all these reasons. There is more support for the value of Pilates improving balance and preventing falls in older adults in the systematic review by Bird et al. (2015).

Yoga

Next up for evaluation is yoga.

Effects on stress management

Most studies suggest yoga can produce positive changes in psychological and physiological outcome measures related to stress (Sharma 2014). A further review by Tyagi and Cohen (2014) also concluded that yoga may be an effective therapy for hypertension, but also pointed out that, due to the broad range of yoga practices, it may be difficult to determine which specific form of yoga may be most effective.

Effects on cardiovascular health

An extensive review of the effects of yoga on risk indices associated with insulin resistance by Innes et al. (2005) provided evidence for the value of yoga as a tool to improve glucose tolerance and insulin sensitivity, lipid profiles, anthropometric characteristics, and blood pressure in both healthy populations and those with chronic Insulin Resistance Symptom-related conditions. However, few quality studies have been completed on the effects of yoga on cardiovascular-related risks.

A 2014 systematic review on the effects of yoga on cardiovascular disease by Cramer et al. agreed with previous reviews and revealed good evidence for clinical improvements in blood pressure, heart rate, respiratory rate, abdominal obesity, blood lipid levels, and measures of insulin resistance. The authors suggest a significant bias in this research, yet agree that due to its apparent safety, yoga may still be considered a useful intervention for healthy participants and patients with increased risk of cardiovascular disease.

Effects on older adults

Roland et al. (2011) reviewed the effects of yoga in older adults and reported that it has moderate effects on physical fitness and function. The literature supporting yoga for improved fitness in older adults reports improvements in gait, balance, strength, flexibility, and anthropometric measures as a result of practicing yoga.

Again, the underlying message from all yoga research reviews is that the quality and quantity of future yoga-intervention research needs to be improved before formal exercise dose recommendations can be made.

Bikram

While there have been no systematic reviews of Bikram yoga, some research has been published. Bikram is a vigorous form of 26

yoga postures performed in a heated room. The postures are held for extended times and require forceful and well-controlled muscular contractions. The rapid transition between postures and the effects of the environmental heat stress produce a cardiovascular response and cause muscle fatigue. Tracy and Hart (2013) assessed isometric deadlift strength, handgrip strength, lower back/hamstring and shoulder flexibility, resting heart rate and blood pressure, maximal oxygen consumption (treadmill), and lean and fat mass (dual-energy x-ray absorptiometry) after 24 sessions of 90 minutes duration in an 8-week intervention. The intervention group showed increased deadlift strength, increased lower back/hamstring and shoulder flexibility, and modestly decreased body fat compared with a control group. There were no changes in handgrip strength, cardiovascular measures, or maximal aerobic fitness.

Another study by Hunter et al. (2013) found that a similar intervention to that applied by Tracy and Hart improved atrial stiffness and reduced insulin sensitivity in young but not older adults. It was also reported that the extreme heat and intensity of the Bikram yoga practice may make this style of yoga inappropriate for older adults and people with medical conditions (Cramer et al. 2013).

Adverse events and yoga

Cramer et al. (2013) reports 76 cases where adverse events occurred in yoga. Cases related to musculoskeletal system (35.5 per cent), nervous system (18 per cent), the eyes (12 per cent) and mixture of other injuries (34.5 per cent). The yoga practice that was most often associated with reported adverse events according to published literature was Pranayama, or yoga breathing, with four papers, followed by Hatha yoga and Bikram yoga with three papers each.

Given the extensive number of yoga classes offered worldwide, this is a very small number of reported cases where adverse events or injury occurred. Cramer does recommend that beginners should avoid the more advanced yoga poses such as lotus or head stand positions and some of the advanced breathing techniques such as holding or forced breathing.

Summary

The literature supports the use of both Pilates and yoga in some situations



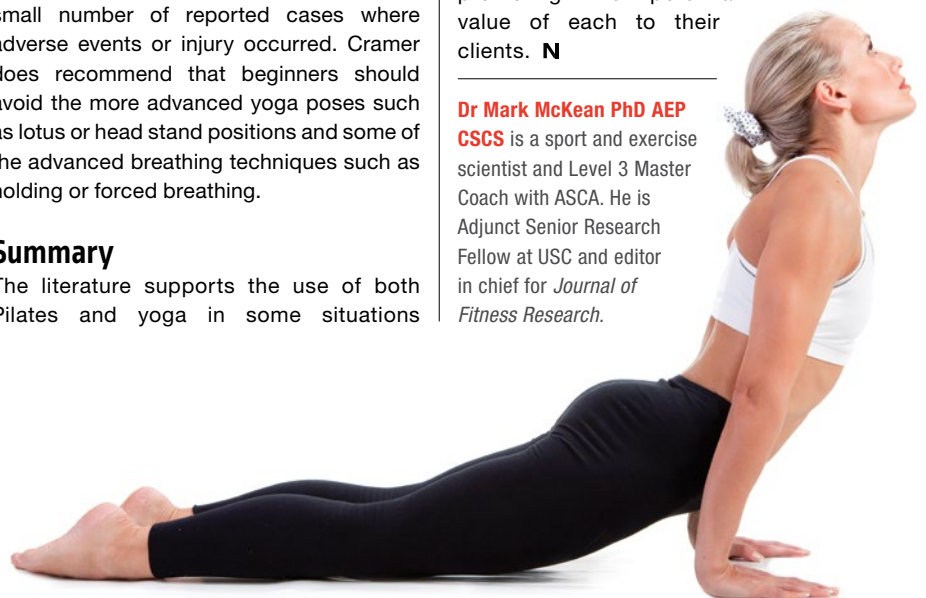
The 30-second article

- Pilates has been shown to improve flexibility, dynamic balance and muscular endurance in healthy people and in older adults
- Pilates has not been clearly proven to have significant effects on transversus abdominis thickness, blood pressure, abdominal strength, postural alignment, body composition or back pain
- Studies have suggested that yoga can have positive effects on those suffering stress and hypertension
- Yoga has been shown to positively affect cardio health and improve a range of fitness measures in older adults
- To date, the quality of research into both Pilates and yoga has lacked the scientific rigour necessary to prove a full range of benefits to multiple populations.

and populations for specific outcomes. However, it appears that due to the generally low quality of research in these practices that a broad ranging value of each discipline cannot be applied – that's to say, neither can conclusively claim to deliver a wide range of benefits to all populations. Within the fitness industry certain training methods can become popularised and gain a reputation as a 'one stop fix-all activity'. While both Pilates and yoga do have some proven benefits, the evidence for both practices has yet to be fully realised, and fitness professionals should be measured in what they use each technique for, and take caution when promoting the potential value of each to their clients. **N**

Dr Mark McKean PhD AEP

CSCS is a sport and exercise scientist and Level 3 Master Coach with ASCA. He is Adjunct Senior Research Fellow at USC and editor in chief for *Journal of Fitness Research*.





ALERT!

THIS IS AUSTRALIA'S FIRST MONEY-MAKING MAGAZINE FOR HEALTH CLUBS!

ASK ABOUT THE EXCLUSIVE NETWORK MEMBER DISCOUNTS ON CUSTOMISATION!

If you want to boost sales, reactivate expired members or supercharge your secondary spend then *OH! Magazine* is for you!

OH! Magazine is authored by Australia's leading healthy lifestyle experts and is specifically designed for Australian and New Zealand health clubs to help you make more money! When you customise *OH! Magazine* you can deliver multiple marketing, sales, reactivation and secondary spend campaigns (for example), and you can do so as often as every single month!

To find out more about how *OH! Magazine* can increase your bottom line, contact Analee by emailing havingfun@ohmagazine.com.au



Available on your iPhone, or any other mobile device or computer that reads PDFs!



UPSKILL WINTER 2016

GROUP EX, MIND BODY AND TRAINING INSPIRATION

This quarter we focus on some Winter warm ups. Take a minute to read these overviews, and then watch the accompanying videos at fitnessnetwork.com.au/upskill

Let's prepare participants and clients for the intensity ahead



As the temperature drops outside, let's warm things up inside. For this release I worked with our incredible presenting team to create sequences, choreography and routines that will prepare your clients and participants for the intensity ahead. What we do before the workout is just as important as what we do during it. Prepare to be prepared.

This issue's featured presenter, Dan Henderson, shows you how to use the battle ropes before the workout begins and, proving that it's never too cold for an aqua class, Dominic Gili shares a brilliant routine to get things going.

We want to bring you the best in education and upskilling, so we've flown Virginia Winsemann all the way from Germany for a world class example of how

it's done in bodyART. And, finally, watch me deliver one of my favourite warm up routines on the Step.

We would also like to thank our great friends at Elixir Bondi and Virgin Active Pitt Street in Sydney for their support in the filming of these videos.

If you have any feedback, or if you'd like to know more about any of these topics, I'd love to hear from you.

Stephen Parker, *Upskill Coordinator*
upskill@fitnessnetwork.com.au



The art of warm up
with Virginia Winsemann

The bodyART class includes five elements of Chinese Medicine. Following the Earth or 'Arrival' Phase the second 'Earth' Phase includes ring energy and a series of moves to mobilise and warm the body, and enhance breath and readiness for the main workout 'Fire' Phase. This bodyART warm up sequence commences with upright exercises that take the body through full range of movement, mobilising the spine through flexion, extension and rotation allowing focus on breath, release of tension and postural awareness. Next, we further lengthen and mobilise the spine with Single Cobra before completing the sequence with further breath and range of movement in the Lunge position.



Bring the water up to a simmer
with Dominic Gili

Body temperature drops the moment clients enter the water, so starting your aqua fitness classes with high energy movements that target large muscle groups will ensure that core body temperature raises within the first five minutes of class. This warm up keeps the sequencing and progressions simple, with easy-to-follow routines that include known base moves of jogging, cross country and front kicks. This ensures clients are engaged and working well from the outset. The start of the class is a great opportunity to explain to clients how the unique multi-directional resistance of the water environment enables a powerful full body workout.



 **I prefer mine warm!**
with Stephen Parker

In Winter, it's more important than ever to prepare your class properly for their workout. Your Step warm up should contain moves both on the Step and on the floor, and increase gradually in intensity and complexity. I also like to include some basic cross phrasing and rhythmical moves to tap into participants' musicality. If your class is shorter in duration, it's a good idea to use your base moves of the first block as your warm up. And remember, it's also essential to warm participants up mentally for the workout.



 **Battling ropes warm up**
with Dan Henderson

The battling rope is an unlikely but effective warm up tool, with an array of fun and dynamic moves to its name. The warm up starts with general joint rolling activities and some lateral quick feet steps to develop balance and coordination. This progresses to more advanced jumping motions (lateral bound and scissor jump) and then to the jumping lunge. The key is to keep balanced, stable and upright. The warm-up then transitions to two exercises that enhance shoulder and core stability. Complete each movement two to four times for a 5 to 10-minute warm up.

 Watch these videos at fitnessnetwork.com.au/upskill



PRESENTER PROFILE: **DAN HENDERSON**

The co-owner of The Australian Institute of Kettlebells (AIK), Dan has been involved in the fitness industry since 2007. After obtaining his fitness qualifications, as well as degrees in Sport Exercise Management and Human Movement, he opened his own PT studio, Coastal Bodies, in Sydney. The business now operates out of two locations and employs seven trainers.

In 2009 Dan wrote the hugely popular course 'The Fundamentals of Kettlebell Training' which has been delivered thousands of times around the globe. He has a 28-strong international presenting team which creates cutting edge accredited education courses.

An accomplished international presenter, Dan has delivered sessions and workshops at conventions such as FILEX, QFIT, WAFIC, AFC and IFEX. Throughout his career he has made it a priority to continue his own upskilling and gain more qualifications. So far he has Functional Movement Screen (FMS) Level 1, REHAB Trainer, Battling Ropes Level 1, Strength and Conditioning Coach Level 1 and CHEK HLC Level 1 under his belt, to name just a few.

Dan's life philosophy is inspired by the words of the author Neale Donald Walsch: 'Life begins at the end of your comfort zone.' kettlebellinstitute.com.au

Get 10% off all Power Music purchases!

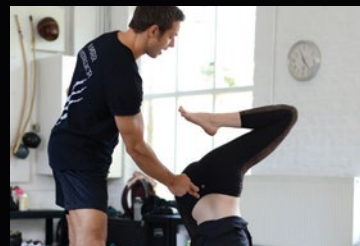
Network Members receive 10% off all Power Music purchases – including CDs, customised ClickMix playlists and individual tracks. To view the entire range, visit powermusic.com and use the code `network2016` at the checkout to receive your discount. PLUS, the premium digital music subscription service, Power Music 1, gives you unlimited access to ClickMix custom mixes for the special Network Member price of \$19.95 per month. powermusic.com/powermusic1



ANIMAL FLOW

UNLEASH YOUR INNER ANIMAL TO ENHANCE HUMAN FUNCTION

LEVEL 1: \$429*/9 CECs/3 PDPs/12.5 CPD points • **LEVEL 2:** \$299*/ 7 CECs/2 PDPs



Animal Flow's quadrupedal practice uses animal-inspired movements to develop stability, mobility, neuromuscular coordination and power from the ground up.

Integrate it into your personal training sessions as an assessment protocol, a series of corrective movements, or in its entirety, as a unique and progressive way to improve the function of the human animal.

CHRISTCHURCH, NZ: 9 – 10 July | **GOLD COAST:** 9 – 10 July | **SYDNEY:** 16 – 17 July

1300 493 832 | ANIMALFLOW.COM.AU

**Network Member rate*



POWERED BY



KAPT1900



12.5 CPD POINTS

WHY YOU NEED TO RECRUIT FOR CULTURAL FIT

If a team member doesn't fit your club's culture, they will cause you continual problems. By investing the effort to recruit for cultural fit, your business will reap dividends.

WORDS: LEISL KLAEBE

Throughout my group fitness management career I have been asked countless times how I have achieved such a high team member retention rate, particularly as most of my group exercise instructors are contractors who are full or part time workers with another career, full or part time students or full time parents. For most group exercise instructors this is their second job, so how do you cultivate a team who are loyal, dedicated, skilled and a good fit with your company culture, when teaching fitness takes a secondary focus to other priorities in their lives?

The glue that holds an organisation together

Cultural fit is the likelihood of someone comfortably sharing, or being able to adapt to, your company vision, core values, beliefs, attitudes and the collective behaviours that make up your club culture. If you don't articulate this clearly at the recruitment stage, how can you expect those you get onboard to be a cultural fit with your company?

In July 2015 Katie Bouton published an article in the *Harvard Business Review* titled 'Recruiting for Cultural Fit'. Bouton is founder and president of Koya Leadership Partners, an executive search firm committed to recruiting and retaining exceptionally talented and diverse professionals who can make a lasting impact.

In the article Bouton writes: 'Culture fit is the glue that holds an organisation together. That's why it's a key trait to look for when recruiting. The result of poor culture fit due to turnover can cost an organisation between 50-60 per cent of the person's annual salary, according to the Society for Human Resource Management (SHRM). But before the hiring team starts measuring candidates' culture fit, they need to be able to define and articulate the organisation's culture – its values, goals, and practices – and then weave this understanding into the hiring process.'

The impact of bad hiring choices

Unless your team members are the right fit for the culture of your organisation, you will continually have issues with that person, which will create more work for you, as their leader/manager. One bad fit in a team can take up more of your time than the rest of the team put together. One toxic person can corrupt other team members, and club members, generating ill feeling that can spread and cause a lot of damage. Managing the fallout and the repercussions, and initiating appropriate follow-up action can be a hugely time-consuming exercise.

Having the wrong people in your business can also be a huge financial cost. According to a 2012 poll conducted by CareerBuilder,



41 per cent of participating companies had experienced a cost of at least \$25,000 per bad hire, while 24 per cent had incurred costs of \$50,000 for a bad hire. This cost includes loss of productivity and time, cost to recruit and train a new employee, and employee morale being affected. No matter how established your organisation, bad hires negatively affect it.

Another interesting statistic from the poll showed that 67 per cent of employees deemed by the employers to be 'bad hires' were considered so due to a lack of competency (lack job fit), while 60 per cent did not work well with other employees (lack cultural fit). This data clearly demonstrates the importance of hiring based on both job fit (skills) and culture fit.

How to recruit for cultural fit

'Hire hard and manage easy' is a catchphrase that I live by. Take your time in the hiring phase. Be tough, ask for a lot and push your candidate a little. You need to find out what they are like under pressure. You need to know how they will perform 'when push comes to shove' in a given situation. You are also looking for a demonstration of their commitment to the role and to the workplace culture. A team recruited for fit and skillset will be easy to manage.

So how do you recruit for fit? Right from the outset I look for a high level of skill – well above the bare minimal requirements that might otherwise be asked of group exercise instructors. I require them to have Cert III and preferably Cert IV as well. I also favour people with experience, especially team-based experience, and I call all referees. I never place a person on my team without meeting and auditioning them and verbally checking references.

Once I am satisfied that the person in question is bringing me current high level

skills, I look for fit. This is almost more important than the skillset. Many people can have a particular skillset, but not all of those people will be the right fit for your current team and your organisation. Many skills can be learnt or enhanced on the job, whereas cultural fit needs to be clearly assessed *prior* to hiring the candidate. Do they have inherent cultural fit with your facility, or can they demonstrate that they have the capacity and ability to adapt and become a good fit with your club culture?

Hiring for cultural fit doesn't mean hiring people who are all the same. I look for an eclectic mix of personalities and skillsets in my team, but everyone needs to have cultural fit.

At interview stage, if you use the correct line of questioning, those with cultural fit will naturally rise to the top of the pack, and those without won't. For example, if your club values collaboration, question your candidates about how they prefer to work. Someone who is quite autonomous or prefers to work individually will not have a strong cultural fit.

One of the key problems in the fitness industry, and in particular with the hiring of casual group exercise instructors, is that many people don't interview or audition, and some don't even ask for a CV or check references. We need to evolve as an industry and put some standard practices in place with regards hiring all staff – including contractors, casuals, part time and full time staff.

If you assess cultural fit throughout the recruitment process, you will hire professionals who flourish in their new roles, drive long-term growth and success for your organisation, and ultimately save you time and money. A club with a strong culture will aim to recruit for fit and train for skills on the understanding that matching the values and vision of the employer and the employee is the foundation for growth and success in their business.



If you assess cultural fit throughout the recruitment process, you will hire professionals who flourish in their new roles, drive long-term growth and success for your organisation, and ultimately save you time and money.



Checklist for recruiting for cultural fit

- Be clear about what you are looking for
- Clarify your recruitment process
- Think about how you are you running your interviews
- Take the time to get to know your candidate
- Make sure the candidate clearly understands the company vision and mission statements. Let them know who you are, what you stand for, what your goals are, and what your expectations are
- Talk about what you can offer them with regards upskilling, peer review and career progression
- Talk about the calibre of your team
- Discuss your leadership style
- Explain the membership demographic
- Discuss challenges that you may have and get their buy-in to help you work on them together
- Let them know they have your full support
- Build trust
- Establish a relationship
- Communicate on a range of different levels.



The 30-second article

- Cultural fit is the likelihood of someone comfortably sharing your club's vision, core values, beliefs, attitudes and collective behaviours
- Unless a team member has both the right skills and the right cultural fit, you will continually have issues with that person, which will create more work for you
- 'Hire hard and manage easy' – take your time in the hiring phase, be tough and push your candidate to find out what they are like under pressure
- If you assess cultural fit throughout the recruitment process, you will hire professionals who flourish in their new roles, drive long-term growth, and ultimately save you time and money.

Practical tips to interview for cultural fit

- 1 Clearly explain 'a day on the job' to your applicants in a way that clarifies the values and culture of your organisation.
- 2 Make sure that everything you ask in the interview is relevant, and if you ask the interviewee to do anything practical at the recruitment stage then make it relevant to what they will actually be doing on the job. Update and refine this process as your needs or business culture evolve.
- 3 Use behaviour-based questions to ascertain competencies that relate to cultural fit.
- 4 Don't be afraid to deviate from the standard/pre-prepared interview questions. Be responsive to the candidate in front of you in order to find out what you need to know.
- 5 Use your emotional intelligence to read your applicant's responses, body language, tone and manner.
- 6 Discover their 'why'. Why do they want this role? Are they going to grow and evolve with your business? Are they going to go the extra mile? If so, why?
- 7 Never assume. Clarify what they mean and why they are giving you a particular answer.

Your club culture has the power to make your staff and your members happy to come to your facility every day, and to keep coming back

“

We need to evolve as an industry and put some standard practices in place with regards hiring all staff – including contractors, casuals, part time and full time staff.

”

year on year. It is what will make them recommend your club to their friends, colleagues and acquaintances. It is what will build your business and grow your membership base. Do not underestimate the importance of club culture and hiring for cultural fit. **N**

Leisl Klaebe is Group Exercise Coordinator at Virgin Active Norwest, where she coordinates over 220 classes a week and a team of 70 group exercise instructors. Leisl will facilitate Australia's new GFM Roundtable on 7 October. For details call 02 9484 5501.



personaltraining

Be part of Australia's largest Personal Training Studio Network.

Explore a career path like no other as a Vision Personal Trainer.

At Vision, we transform people's lives, including yours.

- ✓ A proven path enabling a long-term career in the Health & Fitness Industry
- ✓ Weekly ongoing mentoring
- ✓ NO Rent
- ✓ Stable income and job security
- ✓ FREE CEC & CPD courses
- ✓ Studio Management Training

Apply Online at

visionpersonaltraining.com/careers

Nearest Studio

1300 183 727



RESEARCH REVIEW:

HANGING, NOT ALWAYS A PUNISHMENT?

Researchers gauge the numerous physical effects of this popular form of bodyweight training.

WORDS: ASSOCIATE PROFESSOR MIKE CLIMSTEIN & JOE WALSH

Title: Physiologic and metabolic effects of a suspension training workout

Author: Drs Dudgeon and colleagues. (Dept of Health & Human Performance, College of Charleston/Citadel, South Carolina, USA)

Source: *International Journal of Sports Science* (2015). Volume 5(s), pp 65-72. Available free online: article.sapub.org/10.5923.j.sports.20150502.04.html

Introduction: The health and fitness industry is a vibrant, continually evolving one. We never fail to be amazed by the new trends in equipment, nutrition/diets and, of course, training techniques. Admittedly, a number (quite a number actually) of training fads have come and gone over the years, and no doubt this will continue well into the future. Those that stick around tend to be the ones that have scientifically proven benefits. One type of training that is of high interest is cross training, not the original concept of training for two or more sports, rather the type of training that includes an 'all body' focus and stresses a number of different components of fitness in the same workout. A significant portion of fitness enthusiasts are, unfortunately, time-poor and always looking for a novel and effective technique to train all the entities of fitness (cardiovascular, muscular strength, muscular endurance, muscular power and flexibility) in a single workout. This leads us to the topic of this Research Review: the benefits or otherwise of suspension training.

First, a brief history of this training: the term 'suspension training' initially referred to a system of ropes or webbing that allowed its practitioners to use their own bodyweight as the resistance. An ex-Navy seal, Randy Hetrick, is credited with developing this concept back in the 1990's, when it was referred to as Total Resistance eXercise, now simply known as TRX. This evolved into the suspension training we know today, in which a two-strap system is used. This

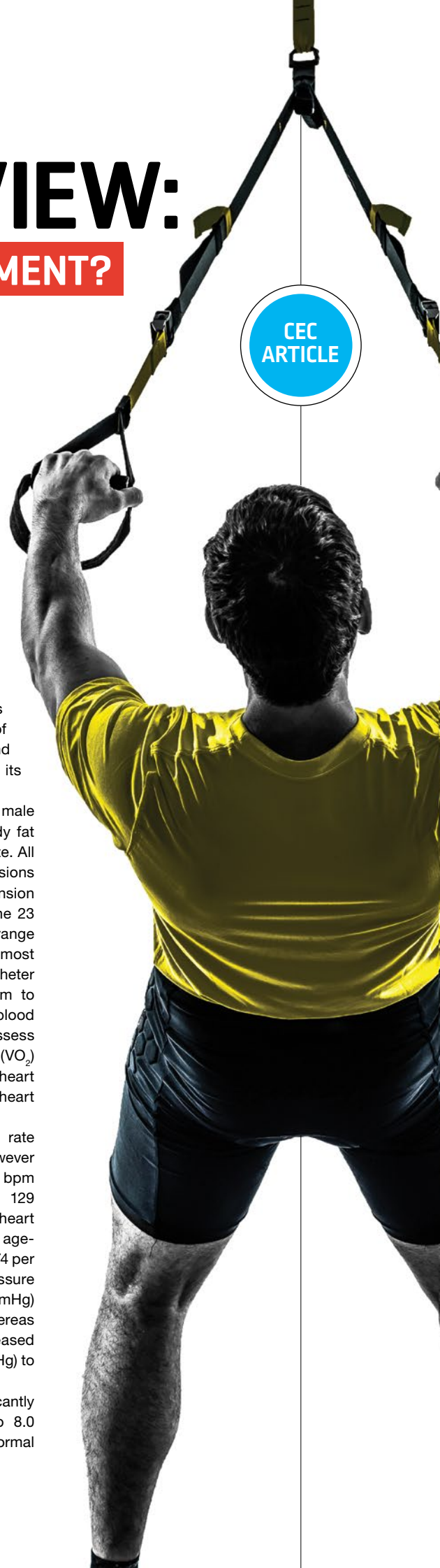
type of training (if you are unfamiliar) often comprises a series of exercises completed in a circuit fashion (for example 1:2 work-to-rest ratio, i.e. 30 seconds of exercise followed by 60 seconds of rest) which means minimal rest between exercises and resistance training movements which are both prolonged static and/or dynamic exercises. Suspension training circuit workouts are generally approximately 30 or 60 minutes duration. Given the popularity of this type of training, Dr Dudgeon and his colleagues chose to investigate its benefits.

Methods: A total of 12 active, trained male subjects in their early 20's (mean body fat 13.6 per cent) volunteered to participate. All participants received two training sessions to familiarise themselves with suspension training and learn how to complete the 23 selected exercises. These covered a range of major movement patterns, involving most of the major muscles. A heparinised catheter was placed in each subject's forearm to attain blood samples to assess blood lactate; a metabolic cart was used to assess expired gases for oxygen consumption (VO_2) and caloric expenditure (kcal); while heart rate was determined using a telemetry heart rate monitor.

Results: The participants' heart rate at rest was (on average) 70 bpm, however this rose significantly ($p < 0.05$) to 127 bpm mid-exercise and slightly higher to 129 bpm post-exercise. The average heart rate, expressed as a percentage of age-predicted HRmax, was approximately 74 per cent for the group. Systolic blood pressure also rose significantly from rest (121 mmHg) to mid-exercise (134 mmHg), whereas diastolic blood pressure actually decreased significantly ($p < 0.05$) from rest (79 mmHg) to mid-exercise (68 mmHg).

Blood lactate increased significantly ($p < 0.05$) from 0.9 mmol/L at rest to 8.0 mmol/L mid-exercise, and returned to normal

CEC
ARTICLE





The 30-second article

- Suspension training, often referred to by the brand name of TRX, evolved from training with a system of ropes or webbing that allowed practitioners to use their own bodyweight as the resistance
- For the study, 12 healthy male subjects aged in their early 20's completed 23 different exercises, undergoing a range of tests prior to, during and after the workout
- Heart rate and systolic blood pressure rose significantly, whereas diastolic blood pressure actually decreased significantly
- Blood lactate increased significantly, as did oxygen consumption and caloric expenditure
- The study authors concluded that the suspension training routine they investigated equalled a moderate intensity workout (according to ACSM guidelines) and would be suitable for most adults.

two hours post-exercise. Oxygen consumption (VO_2) at mid-exercise was approximately 4-fold higher than at rest, caloric expenditure was 5.4 kcals/minute (~340kcal per session for the 60-minute exercise session).

The authors concluded that the suspension training routine they investigated equalled a moderate intensity workout (according to the American College of Sports Medicine guidelines) and there was only a 'modest' decrease in heart rate observed during the 60-second rest period. They further concluded that suspension training is suitable for most adults and is a simple and effective way to instigate cardiovascular adaptations and caloric expenditure.

Pros: This is a good initial investigation assessing the response to a single session of suspension training. The next logical study would be to conduct a longitudinal study (16 weeks) in which participants are assessed initially and at weeks 8 and 16 to determine any improvements in cardiometabolic parameters (resting heart rate, resting blood pressure and lipid profile (cholesterol)).

Cons: Although the authors made pre, mid and post-exercise measurements, it would have been beneficial if these measurements were also made just prior to the conclusion of the exercise session. Additionally, the authors claim that suspension training is a combination of unique training movements aimed at improving flexibility, though it is not apparent where this was incorporated into the workout. **N**

Associate Professor Mike Climstein, PhD FASMF FACSMM FAAESS is one of Australia's leading Accredited Exercise Physiologists and researchers.
mike.climstein@sydney.edu.au

Joe Walsh, MSc is a sport and exercise scientist. As well as working for Charles Darwin and Bond Universities, he is a director of Fitness Clinic in Five Dock, Sydney.
fitnessclinic.com.au



LEADING THE WAY

EARN YOUR FREE CEC!

Every issue of *Network* magazine includes an article linked to a FREE 1-CEC exam, which you can complete at fitnessnetwork.com.au/cecs. This quarter, the multiple-choice exam is based on 'Research Review: Hanging, not always a punishment?' and two other online articles by Professor Mike Climstein and Joe Walsh.

To earn yourself 1 CEC, simply log on to fitnessnetwork.com.au/cecs, click on the FREE tab and select 'Research Reviews 2016' from the list. Read the linked articles online, successfully complete your exam, print your certificate and you're done!

For help logging on to the site, please email info@fitnessnetwork.com.au or call our friendly team on 1300 493 832.

1300 493 832 | FITNESSNETWORK.COM.AU/CECS



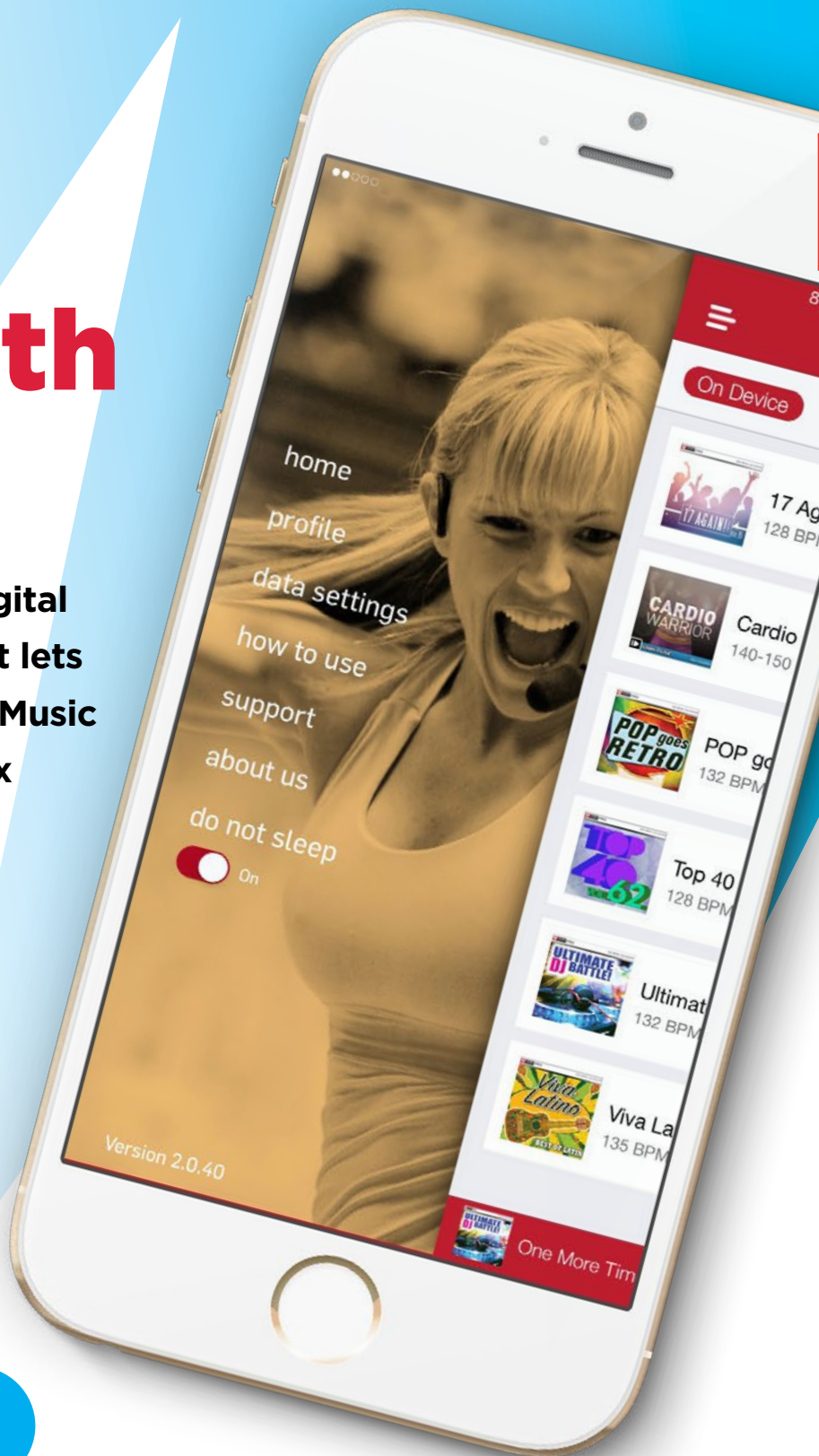


Network Members First Month Free!

Power Music 1 is a premium digital music subscription service that lets you access UNLIMITED Power Music mixes and UNLIMITED ClickMix custom mixes.



**NO COMMITMENTS.
CANCEL ANYTIME.**



START YOUR FREE TRIAL TODAY

VISIT: POWERMUSIC.COM/POWERMUSIC1

FOLLOW US ONLINE:



INJURY

& REHAB

BUNS OF STEEL! 10 TIPS TO STRONG GLUTES FOLLOWING LOW BACK INJURY

Lower back pain can be the result of a vicious cycle of instability, spasm and inhibition. The key to prevention is right behind you...

WORDS: MERRIN MARTIN

As health and fitness professionals we have a duty to observe our clients' movement patterns and identify the key muscles for prevention of injuries in the future.

As a physiotherapist, I am witnessing an increasing amount of recurring low back pain in otherwise fit, healthy and strong clients. I have had patients in need of treatment for lumbar disc injury who haven't been prescribed a single exercise for the key preventer muscles, such as core and pelvic floor activation. Others come in with shoulder bicep tendon pain, yet not one rotator cuff exercise (key preventer muscle) has been advised to offload the biceps tendon.

We must remember to look at the *whole body* when designing exercise programs for our clients, and to closely observe their bodies when they're working out in order to prevent injuries and keep them fit and moving!

Knowledge gaps

A client experiencing chronic lumbar pain recently showed me her prescribed program of lunges and squats, hip flexor stretches and mid-back strengthening exercises to help reduce her lumbar lordosis and address her lower back pain. On paper this would have been a good program, addressing leg strengthening, stretching tight hip flexors and strengthening the mid back. Problematically, however, the client was arching and extending her lower back with each exercise, increasing her low back pain. She had not been taught to activate her core and pelvic floor, or to activate her gluteus maximus during her functional squat

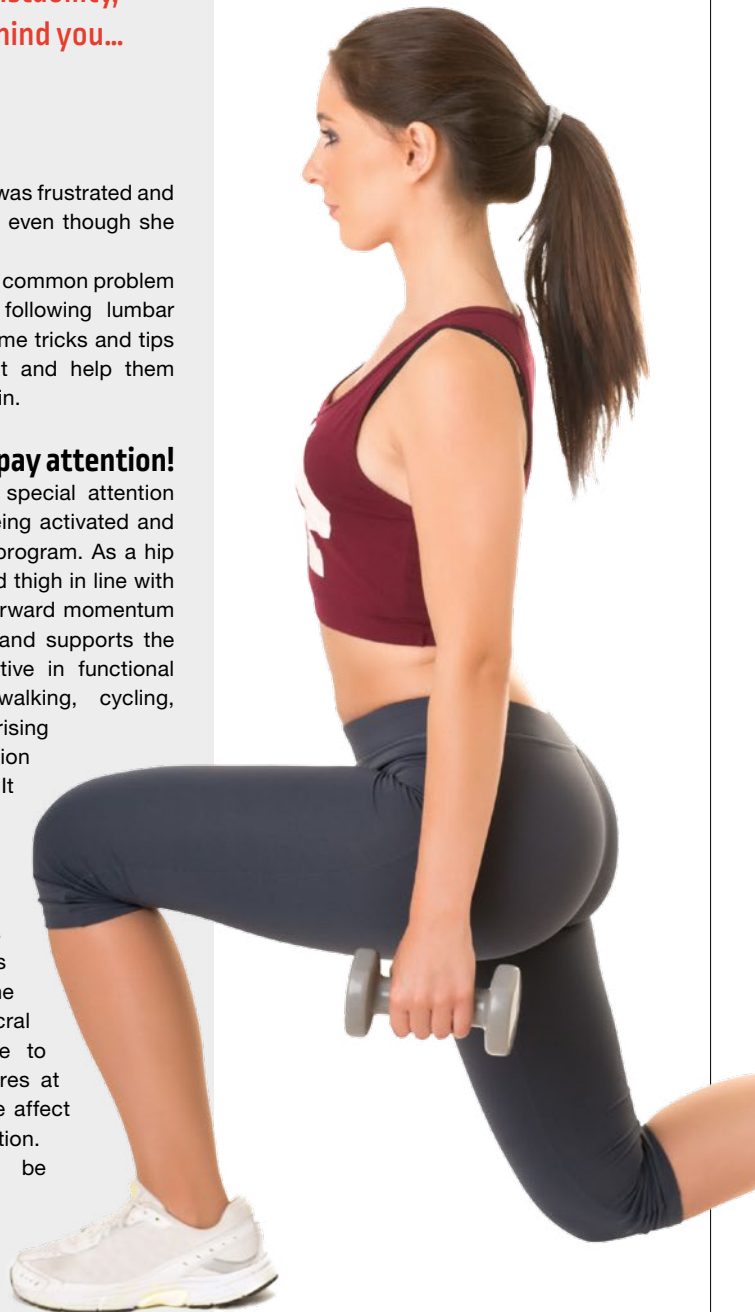
and lunge exercises. She was frustrated and ready to give up the gym even though she loved it.

Let's take a look at one common problem that many clients have following lumbar injury – and then learn some tricks and tips to rehabilitate your client and help them prevent recurring back pain.

Gluteus maximus – pay attention!

Gluteus maximus needs special attention to ensure it is actually being activated and used during an exercise program. As a hip extensor, it brings a flexed thigh in line with the trunk, prevents the forward momentum of the trunk in standing and supports the hip during gait. It is active in functional movements such as walking, cycling, running, sit to stand, rising from a stooped position and in climbing stairs. It is continuously active in strong lateral rotation, extension and abduction of the thigh. The inferior gluteal nerve that supplies the gluteus maximus muscle originates at the lower lumbar and sacral areas L5/S1/S2. Damage to the lumbar spine structures at these levels can therefore affect the gluteus maximus function.

Gluteal atrophy can be caused by poor neural activation as a result of nerve damage, stenosis (narrowing of the spinal canal) or



lumbar vertebral damage. Furthermore, lower limb injuries such as ankle sprains can also decrease the coordination of firing or reflexive inhibition of the gluteus maximus muscles.

Reflexive inhibition refers to a 'switching off' reaction of the muscle due to either an injury to the muscle, a fracture in a nearby bone or a problem in the spine at the level from which the nerve supplies that particular muscle. It is a protective mechanism to relax the muscle and reduce severity of trauma. Unfortunately, the reflexive inhibition doesn't necessarily turn back on once recovery begins, and the compensatory patterning of using co-existing muscles will start to become habit. For example, in a left sided L5/S1 lumbar spine disc injury, the nerve supply to gluteus maximus can become affected, and the gluteus maximus muscle on the left side can become inhibited. Consequently, the hamstrings on the left will start to get loaded, as will the left lumbar erector spinae muscles. Slowly, the piriformis muscle may tighten as a response to decreased pelvic stability and hip flexors will take more workload as a result of the inhibited gluteus maximus.

So, how do we address this vicious cycle of instability, spasm and inhibition? First, get the gluteus maximus working!

1 Educate your clients

Teaching your clients to focus on particular muscles with each exercise, and to be able to understand and feel when they are using



The 30-second article

- Many otherwise fit, healthy and strong clients suffer low back pain
- Learning to activate the gluteus maximus during exercise can help clients prevent the vicious cycle of instability, spasm and inhibition that can lead to low back pain
- The first step to getting the gluteus maximus working is teaching your client to consciously focus on the muscle during each exercise, raising awareness of its activation – or lack of
- A series of simple stretches and adjustments can help strengthen the gluteus maximus at the beginning of an exercise program
- Don't add load or speed to client's sessions until they have mastered the gluteus maximus activation.

certain muscles, is an extremely important connection. Show your client a picture of the muscle and explain its function so they understand why it is important to activate it.

2 Place a hand on the muscle

Placing a hand on the muscle you want to activate facilitates that muscle. Ask your client to stand up, place both hands onto their gluteus maximus, and squeeze their bottom muscles together to feel the movement and contraction. Sometimes this results in a good connection.

3 Lumbar spine rotation stretch

Get your client to perform this stretch with knee bent and in a high hip flexed position. Ask them to lie on the floor, bring one knee in towards their chest and then slowly rotate the knee across to the other side of their body. This will open the facet joints, helping to take pressure off the inferior gluteal nerve. Following the stretch, repeat the gluteus maximus exercise to see if there is any better activation.

4 Lumbar spine side-to-side gentle rocks

Performing mild side-to-side rocking motions addresses lower lumbar facet joint tightness and reduces compression on spinal nerves. It does this by massaging the lower back into the floor, gently opening the facet joints either side of the lumbar spine, and reducing external oblique gripping and rigidity in the trunk. Again, repeat the gluteus maximus exercise to see if there is any better activation.

5 Piriformis stretch

This stretch can help reduce muscles spasm compression on nerves. If gluteus maximus is wasted and weak, then the piriformis muscles can be loaded and become chronically shortened to help with stability around the pelvis. The piriformis needs to sometimes be 'downtrained' and lengthened to allow the gluteus maximus to start firing up again.

6 Hamstring stretch

Get your client to perform a hamstring stretch to reduce involvement and lengthen hamstrings. As a secondary hip extensor, the hamstring is the first muscle to be recruited to assist a weak gluteus maximus muscle. Again, downtraining or reducing tension via stretching, foam roller releases or PNF (proprioceptive neuromuscular facilitation) stretching can help focus on getting gluteus maximus to start working functionally.

7 Hip flexor stretches

Performing hip flexor stretches, to help

reduce lumbar erector spinae tension and facet joint compression, may reduce pain in the back and help facilitate a good gluteus maximus contraction.

8 Involve the latissimus dorsi muscles

Involving the latissimus dorsi muscles will help facilitate the posterior oblique system. The gluteus maximus works functionally with the latissimus dorsi muscle via thoracolumbar fascia in the posterior oblique system. Some clients feel they have a stronger gluteus maximus connection when they gently exercise lats whilst doing a gluteal exercise, e.g. pushing hands into the floor when performing a pelvic roll.

9 Change posturing to involve gravity

I have found that when clients are lying on the floor with full support, it is more difficult to activate their 'antigravity' muscles, such as the hip extensors. Therefore, instead of starting the client in supine on the floor to activate their gluteals, a better contraction can be achieved in standing or performing standing up from a chair.

10 Change foot position

This could involve: positioning the feet closer to, or further away from, the gluteals, making sure their feet are in good alignment or slightly externally rotating their feet. Don't be shy to slightly change the way your clients weight bear through their feet in order to help that gluteus maximus to strengthen!

All of these tips will help strengthen the gluteus maximus at the beginning of an exercise program. Before adding in load or speed to your client's sessions, they must master the gluteus maximus activation. Forget the squats, lunges and leg press until they've nailed the glutes!

Failure to do so will result in structures such as the low back being unnecessarily loaded, and training for those 'buns of steel' will be a waste of time. Switch on the gluteus maximus and your clients will feel stronger, be in less pain and be able to continue exercising without the frustration of recurring pain. **N**

Merrin Martin, BAppSc (Phy), BAppSc (Ex.Sc) is the founder of Active Anatomy Physiotherapy & Health Professional Workshops in Sydney. An experienced physiotherapist, exercise scientist, health educator and qualified Pilates instructor, Merrin is a highly respected expert in exercise rehabilitation. activeanatomy.com



STRENGTHEN YOUR PT BUSINESS WITH KETTLEBELL TRAINING

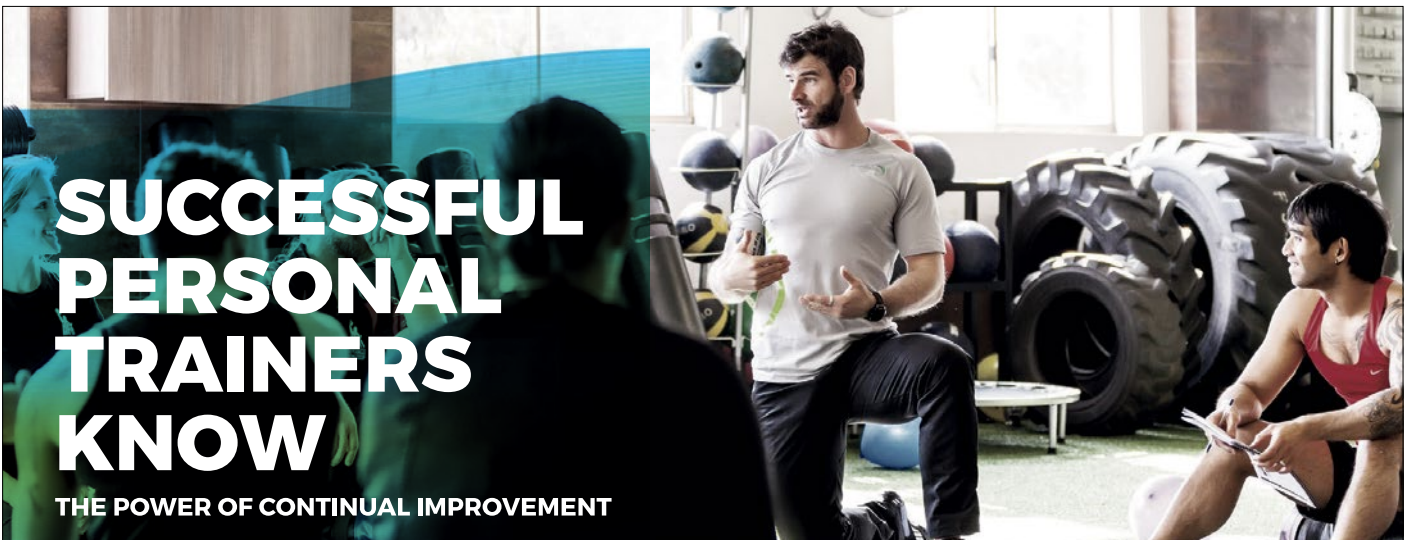
Kettlebell Training is a tried and tested method to enhance functional training, fitness and strength. And thanks to the Australian Institute of Kettlebells (AIK), powered by Network, you can take your functional training skills to all new levels.

1300 493 832 | FITNESSNETWORK.COM.AU/AIK

SPECIAL JUNE OFFER!

Buy a face-to-face or online AIK course, you'll receive a FREE Kettlebell and Suspended Fitness Training Fusion online correspondence course, valued at \$199.

POWERED BY  AUSTRALIAN FITNESS NETWORK



SUCCESSFUL PERSONAL TRAINERS KNOW

THE POWER OF CONTINUAL IMPROVEMENT

SAVE 15% OFF ANY OF PTA'S MASTERING THE TOOLS COURSES WHEN YOU ENTER THE CODE NETWORK15

From their extensive suite of courses you can learn all about:

- TRX Suspension Training
- Trigger Point / Self-Myofascial Release and Compression Techniques
- SandBells
- ... and more!



TO FIND OUT MORE

visit ptacademy.edu.au/continuing-education



BEYOND THE POOL:

OFFERING A TAKE-HOME MESSAGE

By weaving a take-home message into your instructing, you can empower participants to take control of their own workouts, as well as other areas of their lives.

WORDS: CLAIRE SAWATZKY

Ever felt like you were getting nowhere on pool deck? Burnt out from working so hard just to get a participant to push themselves? Frustrated at putting so much effort into a class but feeling like you weren't helping them beyond the pool?

I have. In fact, three years ago I nearly gave up teaching. My numbers were great, I loved class planning and I was teaching fun, effective classes. So what was the problem?

I felt like an entertainer, like I wasn't making a real difference. I wanted to connect with my participants in a way that would inspire them beyond the pool; in a way that would empower them to go home and enrich their own health and wellness. But I couldn't work out what the magic element to do this was.

Luckily, I ran away to become a yoga instructor, and learnt new ways to connect with people so that they truly hear our words of inspiration, go home and think more about them, and bring them to fruition in their lives.

Aqua instructors are at the very frontline of fitness, with huge capacity to make a difference in a lot of lives. We don't always need new moves, new music or fancy

costumes – we can use some simple tools to get people to connect with themselves.

These are the techniques that I use in my classes now that I'm back teaching group exercise, empowering my participants to live their best lives.

Take-home message

Planning a take-home message for class is a beautiful way to connect a little deeper with your participants. It is useful to draw on something you have a direct experience of, or are working with in your life, so that you can talk about a take-home message in an authentic and meaningful way.

A take-home message can be something as simple as 'fun' – choosing to look for the enjoyment in life – something more goal-based, such as being accountable for our own choices, or something more mindset-based, like treating ourselves with love and kindness.

When choosing a take-home message, check that you are providing a solution, something positive for them to go home with rather than dwelling on problems or barriers.



The 30-second article

- A take-home message can be a great way to connect a little deeper with your participants
- Themes can include honouring your body; commitment; freedom; giving 100 per cent; community; friendship; and making good choices
- Reframing inspirational cues as questions can redirect participants' mental approach, getting them to take control of their own workout and approach to life beyond the pool
- Weave the take-home message into the class slowly, and adapt the phrases and manner in which you deliver it in response to the people in front of you
- If a take-home message isn't working in a particular class, be prepared to drop it and use it another time.

“

Our words can have a profound impact when used at the right time, so practice recognising when participants are most in need of a push, some motivation or encouragement.

”

Instead of focusing on what is missing or not being done, it is much more inspiring to focus on the possibilities.

Themes for take-home messages include honouring your body; commitment; freedom; giving 100 per cent; community; friendship; and making good choices. The possibilities are endless, and whatever inspires you has the potential to also resonate with your participants.

Planning

When planning a take-home message I start with some brainstorming. Jot down what the take home message is, what it means to you, why it is meaningful to you and how it can be used positively, both in class and beyond.

Write down any supporting words, phrases and quotes that enhance your theme, feeling free to use a thesaurus or wider reading to enhance your notes and diversify the language you use.

Plan Questions

Questions are a wonderful way to allow participants to reflect and take ownership of their own experience.

Reframing inspirational cues as questions can redirect their mental approach: rather than simply relying on you to motivate them and tell them to work harder, it can get them to think about their own ability to direct their fitness, health and life.

By putting them in the driver's seat of their own outcomes, you can empower them with the independence to manage not only the effort they put into your class, but also into their health and life beyond the pool.

It is useful to plan and practice saying a number of questions that relate to your theme before class in order to get comfortable with them and make them come naturally when you're instructing.

For example, if your chosen message for the class is 'Giving 100 per cent', you might pose the following questions:

- Are you selling yourself short?
- What if the only chance you had was now?
- What is your ultimate goal? Can you focus on that?
- What would it mean for you and your loved ones if you backed yourself 100 per cent?

Weaving a message into class

So how can you incorporate the message into your class without it seeming awkward or contrived? In a nutshell, go slowly! When people arrive at your class it's likely that they've just had to deal with traffic, parking, work, family and any other number of stresses – so they may not yet be in the right frame of mind to really hear what you are saying.

For the first 10-15 minutes of class, just include a peppering of words related to your message. As you get further into delivering the workout, begin to really watch and read the unique people in front of you and what they need in that particular moment. This is where your preparation work becomes useful: draw on any words, phrases, thoughts or questions from your planning that will be the most useful to them in that moment.

Our words can have a profound impact when used at the right time, so practice recognising when participants are most in need of a push, some motivation or encouragement.

Empower them before they go home

In the last 10 minutes of class, remind participants of your take-home message and the power they have to bring it into their lives at any time.

By connecting them to the power already inside of them, and inspiring them to take control of it, you can touch your participants' hearts and have an impact long after they finish your class. **N**

Claire Sawatzky is an innovative instructor, a hardworking dreamer and a self-confessed anatomy nerd. She studies science and business at university and runs Barefoot Potential, a beachside boutique fitness and wellness hub. Her classes are passionate, playful and held together with a whole lot of sweat and love!

SPECIAL NOTE: The illusion of perfection

When I first started using a take-home message in my classes, it felt clunky and sticky and didn't land clearly for my students. I was trying too hard to deliver perfectly what I had planned before class.

Participants will connect with your message if you deliver what is appropriate for them. It's important to not be constrained by a take-home message just because you'd planned to use it. If it's not working for you in a particular class, be prepared to drop it and use it another time when it better suits the participants or atmosphere.

You don't need to feel as though every single person will understand and immediately use your take-home message to completely change their lives. You offer your message from a heartfelt place, knowing that some people may be immediately inspired, while others may be inspired more by a message you deliver on a different occasion.

YOGA FOCUS:

3 REASONS TO ADD

YOGA TO YOUR TRAINING

You are only as strong as you are flexible, so adding an element of yoga to your training simply makes sense.

WORDS: LISA GREENBAUM

If you're not incorporating flexibility training or yoga into your workout regime, it's going to catch up with you. There's no getting around it – you are only as strong as you are flexible! As a personal trainer, if you're skipping the stretching portion at the end of the session, you are only offering half the training service to your client. One of the most common reasons that fitness professionals do YogaFit Instructor Training is this need to slow down, to stop the pounding on their joints and to add more flexibility to their personal workouts.

The following are the top three reasons to add yoga now:

1. Ease the wear and tear on your joints

Your joints are going to take a beating in this industry. The focus on deep hip opening stretches in every yoga class releases tension 360 degrees around the hip joint. As the hips begin to relax, this travels down to the knees, ankles and feet, and also through the lower back, including piriformis, QL and extensors. This is particularly important for runners and cyclists, whose activities feature little lateral movement.



2. Release tension from your neck and spine

The focus on breath throughout a yoga class helps ease tension from the body. Considering that most of us hold our tension in our neck and traps, this is a great place to start. From there, the many twists performed, either seated or supine, also greatly help to relax the spine in a position that we don't often find ourselves in while performing other sports or fitness activities. Top that off with the core strengthening weaved throughout class, and you're on your way to creating more mobility throughout your whole body.

3. Increase overall range of motion

The thing with yoga is that in nearly every pose you work every muscle concentrically and eccentrically, and also include isometric holds. Yoga teaches you to breathe and lengthen into poses. Standing poses such as Warrior 1 work on muscular strength through one side of the body and stretch through the other side; this is then reversed when the opposite leg is brought forward. This means that you work on flexibility throughout the entire class, not just in the last few minutes. **N**

Lisa Greenbaum holds her E-RYT 500 in yoga and is the Program Development Manager for YogaFit Australia and Director of YogaFit Canada.

YogaFit Instructor Training courses

A range of YogaFit Instructor Training workshops are taking place across the country this Winter. Upcoming dates: YogaFit Fundamentals, 17-19 & 24-26 June, Sydney; 1-3 & 8-10 July, Perth. YogaFit Prenatal, 11 July, Melbourne. YogaFit Level 3, 28-29 July, Brisbane; 14-15 July, Melbourne. YogaFit Anatomy & Alignment 2, 30-31 July, Brisbane; 16-17 July, Melbourne; and 21-22 July, Sydney. YogaFit Sweat, 23 July, Sydney. YogaFit Meditation & Mindfulness, 12 July, Melbourne. For all course details and special Network Member prices go to fitnessnetwork.com.au/yogafit



YOGAFIT® INSTRUCTOR TRAINING

PRACTICAL, USER-FRIENDLY YOGA EDUCATION
FOR THE FITNESS INDUSTRY.

Learn to create inspiring YogaFit® classes that are founded in yoga yet grounded in fitness, and offer your clients a holistic fitness experience like no other.

With flexible payment plans and a convenient, modular training approach, YogaFit® instructor training is the perfect way to add fitness-focused yoga to your professional skillset.

**YogaFit Fundamentals • Level 3 • Level 4 • Level 5 • Older Adults • Kids!
Prenatal • Anatomy II • Sweat • Meditation & Mindfulness • 200hr RYT Program**

1300 493 832 | YOGAFITAUSTRALIA.COM

**START YOUR YOGAFIT TEACHER TRAINING WITH FUNDAMENTALS
FOR JUST \$100 PER WEEK!**

POWERED BY  AUSTRALIAN FITNESS
NETWORK





WHAT IS...?

ACTIVE-NET AUSTRALASIA

Taking its cue from speed-dating, a new event unites fitness operators and suppliers for high-level skills workshops and business networking.



Hitting Australian shores for the first time this July, active-net Australasia is a two-day event comprising 16 pre-arranged one-to-one business meetings between fitness suppliers and operators, as well as a networking lunch and dinner and an educational strand with keynote speech, workshops and an industry leaders' Q&A panel.

Managed by UK industry insight specialist, Leisure-net Solutions, the event has experienced three successful years in the UK. Recognising its potential in the Australasian market, local organisations including Australian Fitness Network, official partner Fitness Australia, UNIsport, Exercise New Zealand, the Australian Leisure Facilities Association (ALFA), Aquatics and Recreation Victoria, and the Aquatics and Recreation Institute are giving it their support. Fitness First, Belgravia Leisure and Genesis Fitness Clubs are some of the operators already signed up to participate.

The education stream will include 'Thinking outside the box', presented by Tim Webster, an influential industry figure both here and in the UK. He will explore what the future of fitness, sport and aquatics looks like and ask whether we can really increase physical activity levels just by getting more people into our facilities.

Renowned business thought leader Justin Tamsett, managing director of Active Management, will lead the session 'Health – opportunity or challenge?' in which delegates will discuss whether it's all about health now, and explore whether this represents a challenge or an opportunity for a sector focused on fitness, physical activity and sport.

A suppliers workshop 'Understand the Sector' will explain the key drivers of, and differences between, the various sub sectors of the active leisure market.

Tamsett says: 'active-net is a wonderful opportunity to speak directly with suppliers and ask the questions you want answered, and will allow networking between niche's within the fitness industry. Of course, the educational value will strengthen attendees' businesses too, and I'm excited to be part of the inaugural event.'

Vision-impaired Paralympian and former Network Inspiration Award winner, John Domandl, will deliver the keynote address, sharing his lighthearted experiences of what sport and fitness has done for him, and helping delegates understand some of the difficulties he's faced as a legally blind person in the sporting world.

Michael Jordan, director of MYZONE Asia Pacific, one of the suppliers already confirmed for the event, says: 'After hearing great feedback from the UK MYZONE team we were excited to learn that active-net's 'buyer meets supplier' speed meeting concept was heading to Australia. For a supplier, having two days of focused, uninterrupted, quality discussions with the leading operators in Australia and New Zealand is a superb and unique opportunity.' **N**



MORE?

active-net will take place at the Novotel St Kilda in Melbourne on 27 and 28 July 2016. Places are available for 50 operators and 50 suppliers. Operator places for senior managers/directors are free. To find out more email info@active-net-australasia.org, follow @ActiveNetAus on Twitter or visit active-net-australasia.org



**IF YOU'RE SERIOUS ABOUT
YOUR TRAINING,
WE HAVE NEWS FOR YOU!**



Progressive Calisthenics Certification (PCC) will take your serious training to serious new levels.

If you, your clients and/or your members are looking for the toughest, most brutally productive training techniques, then you'll want to be front and centre at the Progressive Calisthenics Certification (PCC).

Network is providing an exclusive opportunity to learn the most effective training techniques from bodyweight strength authorities, Al Kavadlo and Grace Kavadlo. And the great news is, after successfully completing the three-day training course, you'll be good to go. There's no licenses, pre-choreography or ongoing education involved.

Be warned though – this program is not for the faint-hearted. If you want to know – either for yourself or your clients – how to generate massive power, enhance coordination and balance, revolutionise the physique, and blast fat, then this course is for you.



**EARLY BIRD RATES FINISH ON JULY 31!
BOOK IN. DON'T MISS OUT. YOU WON'T REGRET IT.**

1300 493 832 | [FITNESSNETWORK.COM.AU/PCC](https://fitnessnetwork.com.au/pcc)

POWERED BY  AUSTRALIAN FITNESS
NETWORK



SUPPLIER SHOWCASE

The latest fitness offerings for your business and career

What's your body capable of?

You've got one body to last you a lifetime, so why not test what it's capable of achieving? Global Bodyweight Training's Bodyweight Athlete gives you the tools to do just that. Featuring an online component filled to the brim with video tutorials and a live workshop led by creator Mike Fitch, you'll begin the journey to attainment of 9 Pinnacle Moves such as muscle up, human flag, and more. The program is absolutely loaded with regressions and progressions so regardless of where you're starting, the Bodyweight Athlete will help you on your quest for mastery over your own body.

fitnessnetwork.com.au/ba



Fuelling health and fitness

Let Amy's Grains support your training and fuel you and your clients to achieve your health and fitness goals. Designed by dietitian and trainer, Amy Giannotti, Amy's Grains is currently seeking new stockists looking for a rewarding return. According to the Grains and Legumes Nutrition Council™, eating whole grain daily is linked to a reduced risk of chronic disease, including cardiovascular disease, type 2 diabetes and certain cancers, as well as a lower waist circumference and lower risk of being overweight and gaining weight over time. amysgrains.com.au



Transform lives – including your own

Be part of Australia's largest network of personal training studios, and explore a career path like no other as a Vision Personal Trainer. The team at Vision transform people's lives – they could do the same for yours, by providing; a proven career path enabling a long-term career in the health and fitness industry; weekly ongoing mentoring; stable income and job security without rent fees; FREE CEC and CPD courses; and studio management training. Vision has locations throughout NSW, QLD, VIC and Auckland NZ. Speak to your local studio manager to discover the possibilities, and go to visionpersonaltraining.com/careers

An easier way to book

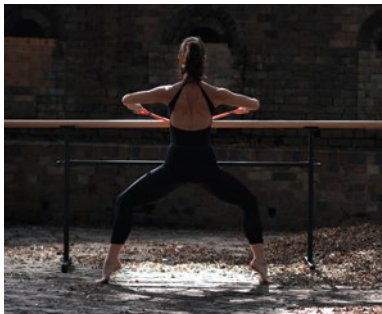


The updated MINDBODY app makes it convenient for your customers to see your schedule, book a class and pay – even before they arrive. Once they book, your business will be automatically saved as a favourite to make their next booking even easier. You can also promote intro offers on the home page of the app to bring in more new customers looking for services like yours. Tell your customers to get the updated MINDBODY app today, so they can book faster and more often at your business. Available for Apple and Android, search MINDBODY in the App store and Google Play.



Balancing the best of Pilates, fitness and ballet

With no licenses or ongoing fees, access to repertoire updates and a supportive instructor community, adding barre classes to your group fitness timetable has never been easier than with Barre Attack! Created by former professional ballerina, Renee Scott, Barre Attack balances the best of Pilates, fitness and ballet in a unique and fun format. For more information on Barre Attack instructor training courses running around Australia in 2016, head to fitnessnetwork.com.au/barre-attack or call 1300 493 832 today.

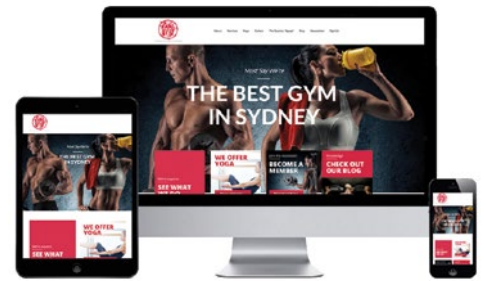


This mag in a brand new app!

To coincide with the launch of its refreshed branding, the team at Australian Fitness Network is proud to announce a brand new *Network* magazine app, available now. Featuring the latest edition, as well as a selection of previous issues, the app lets you take *Network* with you wherever you go, to read at your leisure. With easier browsing and sharing functions, the new app helps you make more of your Network Member benefits. Download 'Australian Fitness Network Magazine' from the App Store and Google Play today.

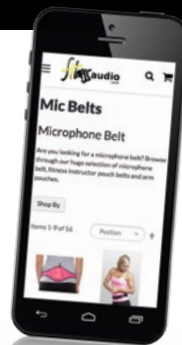
Is your website mobile ready?

Latest reports suggest that if you're conducting a search on your phone, Google will rank mobile-friendly websites higher in search results, meaning that a responsive website can be good for search engine optimisation. In 2015, over 90 per cent of smartphone users browsed the web daily. With mobile download speeds and data packages both increasing, a business without a responsive website is in danger of being left behind in favour of those that are easily accessible on the go. Get mobile ready by speaking to GYMLINKsites on 1300 388188.



New phone-friendly shop for all your GX gear

Aerobic Microphones has updated its Fitness Audio websites, including its online shop fitnessaudioshop.com.au. It's now mobile and tablet friendly, with a fresh new look, whatever size screen you use. To celebrate, the guys at Aerobic Microphones are offering \$5 off selected 'Bling' category Aeromic pouchbelts, including the remaining stock of the recent Melbourne Expo exclusive designs, until sold out when you order online. At just \$35 plus delivery these shiny GFI companions will sell out fast, so order today! For more info, call Andrew on 02 8399 1052.



Transform cluttered areas into slick training zones



The Super Duty Omni Wall System transforms messy training areas into highly organised functional training zones. The system is modular, so can be configured to fit any space, from an entire wall to an under-utilised corner. The unique tray height adjustment feature allows you to adapt your system to suit any new classes or store unused items. Suspension trainers and boxing bags can also be hung from trusses or outriggers that take up zero floor space. Made in Australia by International Fitness, the system is covered by a 10-year structural warranty. Call 1300 666 058 or go to internationalfitness.net

Building Muscle and Performance

Building Muscle and Performance by the NSCA's PT of the Year, Nick Tumminello, fuses the most effective exercises and progressions into a high-octane, high-efficiency training program. Combining strength training, power training, cardio, and more, Tumminello's unique approach delivers results: increased strength, explosiveness, speed, athleticism, endurance, and a lean and muscular physique. The book includes hundreds of exercises and dozens of ready-to-use programs, along with expert advice, equipment tips, and safety precautions. To save 25% off this, and most other Human Kinetics resources, sign up at humankinetics.com/rewards and enter the promo code 'network16' at checkout.





NEW NETWORK MAG APP AVAILABLE NOW!



Australian Fitness Network has launched a brand NEW *Network* magazine app, available to download now.

Featuring the latest edition, as well as plenty of previous issues, the app lets you take *Network* with you wherever you go, to read at your leisure.

With easier browsing and sharing functions, the new app helps you make more of your *Network* Member benefits.

Download 'Australian Fitness Network Magazine' from the App Store and Google Play today.





LEGALLY FIT:

GETTING IT RIGHT

WITH YOUR EMPLOYEES [PART 3]

Unfortunately, employment relationships do not always work out – so how do you, as employer or employee, stop things getting worse in that situation?

WORDS: LEON PONTE

This is the third and final instalment of the 'Getting it right with your employees' articles in the Legally Fit series. The first two articles discussed getting the hiring process right and things to consider to give the employment relationship the best chance to succeed.

Sometimes, however, despite the best intentions, things just don't work out.

Here we look at some of the issues that should be considered to make sure you (as employer or employee) do not make things worse in an already

unfortunate situation. To read previous articles in this series search 'Legally Fit' at fitnessnetwork.com.au/resource-library.

Probation/minimum employment period

It is a common misconception that employees can be dismissed for any reason and without notice or fear of reprisal during a probationary or minimum employment period.

The Fair Work Act 2009 (FWA) provides that in order for an employee to have an

'unfair dismissal' claim they must have completed a 'minimum employment period'. The minimum employment period for an employer with fewer than 15 employees (small business employer) is one year, and the period for an employer with 15 or more employees is six months.

So an employer can just dismiss an employee for any reason during that period, right? Well, no, as discussed below under 'General Protections/Adverse Action'.

The FWA also requires that an employer give an employee written notice of termination of no less than one week (or pay in lieu) during the minimum employment period (unless the termination is because of serious misconduct). Longer notice periods apply if an employee has worked with the employer for more than one year. The Fitness Industry Award 2010 (Award) also generally requires an employee covered by the Award to give the same amount of notice as an employer is required to give.

Casual

Another common misconception is that casual employees can also be dismissed (for instance, by just not giving them any further work) for any reason. However, a casual employee will be protected from unfair dismissal if the employee was employed for the minimum employment period, and had a reasonable expectation of continuous employment, on a regular and systematic basis.

A casual employee also has rights under the General Protections provisions of the FWA discussed below.

Unfair dismissal

In addition to having to complete the minimum employment period, an employee must be covered by an award or enterprise agreement or earn less than the high income





threshold (\$136,700 as at 1 July 2015) to be protected from unfair dismissal.

An unfair dismissal is: (a) where a person has been dismissed; (b) the dismissal was harsh, unjust or unreasonable and (c) was not consistent with the Small Business Fair Dismissal Code.

It should be noted that a genuine redundancy is not an unfair dismissal. However, even if the redundancy is otherwise 'genuine' it can be found to be an unfair dismissal if the redundancy requirements of the FWA are not complied with.

Dismissed

A dismissal is not only when an employer terminates an employee, but can also be found where a person is constructively dismissed (for instance, by decreasing an employee's pay) or otherwise where the circumstances are such that an employee is (essentially) forced to resign because of the conduct of the employer (e.g. 'We can terminate you or you can resign!').

Harsh, unjust or unreasonable

The FWA requires the Fair Work Commission (FWC) to take into account and weigh up each of the following factors in determining whether a dismissal was unfair:

- Whether there was a valid reason for dismissal relating to the person's capacity or conduct. A valid reason has been found to be one that is sound, defensible or well founded, not capricious, fanciful, spiteful or prejudiced.
- Whether the person was notified of that reason (before any decision was taken to actually dismiss the employee).
- Whether the employee was given an opportunity to respond (again, before any decision is taken to actually dismiss the employee).
- Any unreasonable refusal by the employer to allow the employee to have a support person present to assist at any discussions relating to dismissal. The employer is not, however, required (although it may be appropriate depending on the circumstances) to offer a support person.
- Whether the employee had been warned about unsatisfactory performance (or conduct) before the dismissal.
- The degree to which the size of the employer's enterprise and absence of HR expertise would likely impact on the procedures followed in effecting the dismissal.
- Any other matters that the FWC considers relevant. For instance, the FWC may consider whether the dismissed employee was treated

differently to other employees, the impact of the dismissal on the employee's personal or economic situation and the employee's work performance or history.

It is therefore important to ensure that each of those factors is considered and appropriately addressed (and able to be proved) in any dismissal.

Small Business Fair Dismissal Code

If an employer is a small business employer and complies with the Small Business Fair Dismissal Code (Code), the FWC cannot find that the dismissal was unfair, but the small business employer will be required to show compliance with the Code if an unfair dismissal claim is made.

The Code, and a useful checklist to assist in complying with the Code, can be obtained from the FWC (fwc.gov.au/about-us/legislation-regulations/small-business-fair-dismissal-code).

General Protections/Adverse Action

The 'General Protections/Adverse Action' provisions of the FWA, in the context of dismissals, prevents an employer from dismissing an employee 'because': (1) the employee has, or proposes to exercise a 'workplace right' or (2) engages in industrial activities, (3) of discriminatory reasons or (4) of temporary absence due to illness or injury. (Other General Protections may also apply.)

For instance, if an employee is dismissed because they complained about not being paid wages or allowances required by the Award (or at all), monies being withheld from wages (for instance, for use of or lost towels) without written authorisation of the employee, not being engaged for the minimum period required by the Award, not consulting with the employee before changing the employee's roster or being bullied, the employer may be in breach of the General Protections and exposed to an order that the employee be reinstated and/or compensation paid.

One of the above reasons does not need to be the *sole* reason in order for the General Protections to apply to a dismissal (including constructive dismissal), but need only be a reason.

There is also no income threshold or minimum employment period requirement for the General Protections to apply. Thus, even if an employee is not protected under the unfair dismissal provisions of the FWA, the employee may still have a General Protections claim. If an employee makes

such a claim it also is presumed that the employer has taken the action unless the employer proves otherwise.

It is therefore important when an employer decides to dismiss an employee (including a casual employee and an employee who has not completed the probation/minimum employment period) that the employer can prove there was a valid and lawful reason for the dismissal.

The remedies for an unfair dismissal application are reinstatement or compensation to the lesser of up to six months' wages or half of the high income threshold, whereas the scope of compensation which may be awarded is not limited for dismissal in breach of the General Protections.

Unfair dismissal/General Protections applications

An application for unfair dismissal or dismissal because of breach of the General Protections must, except in exceptional circumstances (which are generally rarely found to exist), be made within 21 days of dismissal, failing which the application may be dismissed.

The FWA also provides that an employee can only make one application in relation to a dismissal. Thus, only an application for unfair dismissal or a General Protections application can be made to the FWC.

It is therefore important that all the above things (together with the FWA) be very carefully considered by both employers and employees where dismissal is being considered or put into effect. **N**

This article has provided a general outline only of some of the issues relating to the rights and obligations in dismissals. It does not constitute legal advice and should not be relied upon as such. Specific legal advice should be obtained in relation to the particular details of each employment situation.

Leon Ponte, Juris Doctor (Law) is the founding principal of Ponte – Business Lawyers for Business and is in a select group of approximately only 110 lawyers accredited as specialists in business law by the Law Institute of Victoria. He has a strong personal interest in the fitness industry, holding Certificates III and IV, and has provided advice to the industry. pontebfb.com.au

Any questions?

If you have a legal question about running a fitness business, email editor@fitnessnetwork.com.au and your question may be addressed in the next issue.



ATTN: WA AND QLD

**SAVE
THE
DATE**



PERTH

19 – 21 August 2016

Perth Convention & Exhibition Centre



BRISBANE

21 – 23 October 2016

Brisbane Convention & Exhibition Centre

YOUR EVENT DETAILS COMING SOON!

POWERED BY



THE WHOLE TRUTH ABOUT NUTRITIOUS BREKKIES!

It's important to start your day with superior nutrition. 100% whole grain breakfasts can supply the long lasting energy you need to take on the world.

You've undoubtedly seen the words 'whole grain' splashed across cereal packets – but what do they mean?

What is whole grain?

A whole grain is essentially a whole seed and so contains all of the nutrients essential to nourish and protect the seed if it were to sprout and grow into a plant. Whole grains are made up of three parts:

1. Bran

The bran is the outer layer and is dense in fibres which protect the whole grain. It contains soluble fibre, insoluble fibre and resistant starch, proteins, minerals (magnesium, zinc, selenium, iron, copper), vitamins (B vitamins, vitamin E), antioxidants and phytonutrients.

2. Endosperm

When a seed sprouts and begins to grow, the endosperm provides essential energy and nutrients to support the growth of the young plant. It contains carbohydrates, soluble fibre, proteins, vitamins (thiamin (B1) and vitamin E), and minerals (selenium).

3. Germ

The germ is the embryo, which sprouts

into a new plant and delivers essential nourishment. It contains soluble fibre, insoluble fibre and resistant starch, healthy oils, proteins, vitamins (B vitamins and vitamin E), antioxidants and phytonutrients.

Health benefits

The Australian Dietary Guidelines recommend we eat a variety of grain foods every day, mostly whole grain and/or high fibre varieties.

According to the National Health and Medical Research Council, eating a variety of grain foods (mainly whole grain) each day is associated with a reduced risk of weight gain, cardiovascular disease, type 2 diabetes and bowel cancer (Australia's second biggest cancer killer). The Grains and Legumes Nutrition Council also supports these claims.

How do whole grains help fuel your body?

Whole grains are nutrition powerhouses. The combination of nutrients outlined above (bran, endosperm and germ) gives you the complete package. Carbohydrates provide fuel; fibre supports healthy digestion; B vitamins help unlock energy

from foods; magnesium reduces feelings of tiredness; protein assists muscle growth and maintenance; and antioxidants and phytochemicals protect cells against damage from free radicals.

Whole grains fight the nasties!

Most people don't realise that whole grains contain a range of protective phytonutrients and antioxidants, and that the antioxidant content of many whole grains is equal to that of fruits and vegetables. These protective components are mostly found within a layer of the endosperm known as the alurone layer, which is present in whole grains and high fibre grain foods.

Whole grains are low GI

The Glycemic Index (GI) measures the rate at which carbohydrates in food are broken down into glucose (sugar) and released into the blood stream, where it can be used for energy. The great news is that many intact whole grains have a low GI – including rolled oats, rye, barley and some rice varieties.

Whole grains are smart carbs

Enjoying whole grains everyday means you will be enjoying 'smart carbs' more often. They tick all of the boxes when compared with other carbohydrate foods.

- ✓ Nutrient dense – delivering vitamins, minerals, proteins and carbs
- ✓ Sources of a range of dietary fibres
- ✓ Contain a range of protective phytonutrients and antioxidants
- ✓ Naturally low in saturated fat and salt.

A combination of whole grains served with dairy and fresh fruit – other nutrient-dense options recommended for health and wellbeing – is a great way to start your day.



Amy Giannotti is a passionate foodie, dietitian, personal trainer and running coach. To order Amy's Grains and check out her E book *Fit Fabulous Foodie*, visit amysgrains.com.au



NETWORK INSURANCE

LEADING THE WAY



BECAUSE SOMETIMES SIMPLE IS BETTER



When it comes to insurance, we've been in the industry for long enough to understand that you don't have time to mess around with complex insurance offers and you simply want peace of mind that you're covered, just in case.

With Network Insurance, in just a few clicks online, you're covered with the most affordable insurance in the fitness industry, so you can set and forget until we remind you to renew next year.

Network Insurance. Simple is better.

1300 493 832 | FITNESSNETWORK.COM.AU/FITNESS-INSURANCE



Authorised representative # 377634



Arthur J. Gallagher

AFSL # 227017

Australian Fitness Network is an Authorised Representative of Arthur J. Gallagher & Co (Aus) Limited (AJG)

Get your career pumping with New Zealand registration.



Join the 2500 plus exercise professionals already benefiting from registration with the New Zealand Register of Exercise Professionals.

Over 200 facilities in New Zealand ONLY employ and contract with registered exercise professionals, so registering makes you more employable.

- **Employability and Job Opportunities in NZ and Australia (via portability of registration)**
- **The latest Continuing Professional Development (CPD) Opportunities**
- **Latest Industry News and Updates**
- **Tools and Resources to Support You**

REPs New Zealand is a member of the International Confederation of Registers for Exercise Professionals (ICREPs) which represents over 210,000 exercise professionals around the world.



@REPsNZ

NZREPs

For information: www.reps.org.nz 0800-55-44-99 International callers +64 3 3736-391



YOU DESIGN YOUR FITNESS CAREER PATH. DO IT YOUR WAY!

Studying with fitnessU gives you the flexibility to choose the career path YOU want. Firstly, become nationally accredited and qualified with the new fitness training package qualifications. Then, choose the specialisation you want by selecting from our industry-approved CEC courses:



GROUP FITNESS INSTRUCTOR



MIND & BODY INSTRUCTOR



HIGH PERFORMANCE TRAINER



CORRECTIVE EXERCISE TRAINER



SPECIFIC POPULATIONS



WOMEN'S TRAINER



WEIGHT MANAGEMENT TRAINER



NZ NEWS



News and views from the New Zealand fitness industry.

Sugar – to tax or not to tax, that is the question. The answer is education.



Recently there has been pressure put on the New Zealand Government to tax sugar, especially in high sugar drinks, by those who link its increased consumption to New Zealand's high obesity levels. At the same time, evidence has been presented by a New Zealand-based think tank purporting to show that sugar taxes do not reduce obesity and are little more than a 'revenue grab' by governments.

While the jury is out on whether or not sugar-based taxes are desirable, or even effective, what is clear is that to change New Zealand's climbing obesity levels, a combination of dietary changes and increased physical activity levels is necessary. For that reason, the qualifications that New Zealand exercise professionals will be required to undertake to meet the newly developed NZQA New Zealand certificates will have an increased focus on nutrition, and in particular how diet and exercise work together to help clients achieve their goals.

The new qualifications are being developed for the NZQA framework through a collaborative process facilitated by Skills Active Aotearoa, which includes input from education providers, employers and employees.

The new qualifications are likely to be in place by the end of 2016, and delivered soon after that.

New Zealand's registration body for Exercise Professionals, REPs, is supportive of the new qualifications' direction, as is Exercise New Zealand, the industry body. With the delivery of the new qualifications, exercise professionals will be even better positioned to support New Zealanders and, together with the government, work on ways to reduce obesity, as well as the significant financial burden it is placing on New Zealand's public health system.

So, while sugar taxes are being debated, the exercise industry is doing its bit to educate, motivate and inspire Kiwis to be more active and eat more healthily – and yes, that likely means less sugar!

Richard Beddie
CEO, ExerciseNZ
info@exercisenz.org.nz

REPs Election

The New Zealand Register of Exercise Professionals (REPs) recently held its election for the exercise professional elected board member, and has announced Kris Tynan has been re-elected as a board member.

The board is made up of three individuals – one appointed by ExerciseNZ, one elected by exercise professionals, and an independent chairperson.

For more details on REPs, visit reps.org.nz



Record applications to present at New Zealand's Exercise Conference

FitEx, NZ's conference focusing on the science and business of fitness and exercise, has had record applications from both national and international presenters, with almost 100 individuals applying to deliver sessions.

Held in late November each year at AUT University in Auckland, this year the schedule is likely to include over 90 sessions ranging from business to yoga, and from exercise trends to nutrition (and everything in between). With last year's event having over 700 attendees, FitEx in 2016 looks set to be New Zealand's must-attend event for the collective exercise industry.

For more information on FitEx, visit fitex.co.nz

Industry Awards entries open

Entries are now open for the 2016 Exercise Industry Awards. Designed to recognise the great work of those who work in fitness, there are over a dozen categories to reflect the diverse nature of the industry – with everything from mind body instructors through to categories for large facilities receiving acknowledgement.

As in previous years, individuals and businesses can self-nominate, and individuals/facilities can be nominated by anyone, which is a great way to recognise your personal trainer or a yoga instructor at your local studio, or any individual or business that is doing extra special work to improve the health and wellness of those in New Zealand.

For full details, or to nominate, visit exerciseindustryawards.co.nz

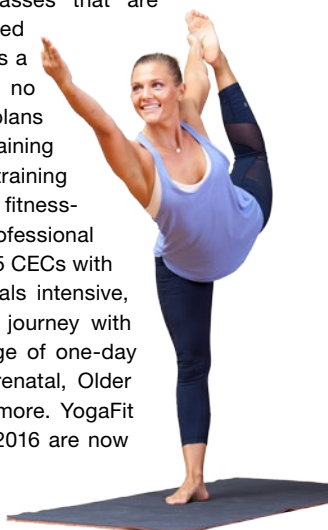
NETWORK CATALOGUE

Tools and resources to help you be the best you can be

Qualifications & Professional Development

YogaFit

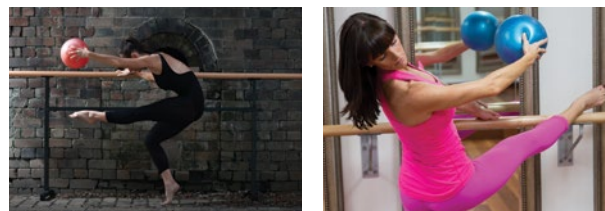
Learn to create inspiring classes that are founded in yoga, yet grounded in fitness, and offer your clients a holistic fitness experience like no other. With flexible payment plans and a convenient, modular training approach, YogaFit instructor training is the perfect way to add fitness-focused yoga to your professional skillset. Get started and gain 15 CECs with the 6-day YogaFit Fundamentals intensive, and then continue your yoga journey with Levels 3, 4 and 5, and a range of one-day specialty modules such as Prenatal, Older Adults, YogaBack, Kids, and more. YogaFit Fundamentals workshops for 2016 are now enrolling.



fitnessnetwork.com.au/yogafit

Barre Attack

Barre Attack is a complete barre fitness class combining the best of Pilates, fitness, and ballet. Using the ballet barre, resistance bands, hand weights and Pilates balls, it incorporates standing Pilates with cardio intervals, core work and functional exercises. This flowing class format creates a total body workout which is fun and easy to follow, and the block exercise system ensures every part of the body is balanced and aligned correctly. If you're looking for the opportunity to expand your teaching skillset and deliver a unique, effective and fun program that participants of all ages and abilities can enjoy, then you need to check out Barre Attack.



fitnessnetwork.com.au/barre-attack

fitnessU

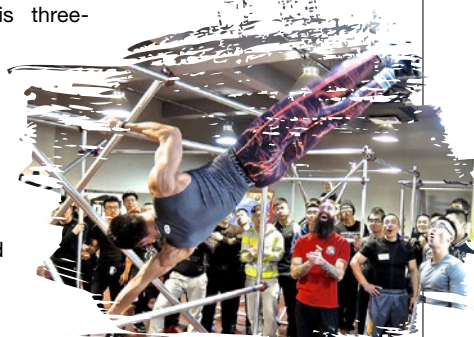
Finding the right personal training course for your schedule shouldn't be a challenge, but it often is. Some prefer to study full-time, others part-time. fitnessU offers personal training courses that can be delivered at a pace that suits you, and that can be changed as you go. Studying your personal training course online allows you to set your own schedule, with easy-to-track progress each step of the way. fitnessU offers learners: Certificate III in Fitness (SIS30310) and Certificate IV in Fitness (SIS40210) qualifications; a complete Group Fitness Instructor qualification; a nationally and internationally recognised personal training certification; as well as practical guidance about the business of personal training through one-on-one mentoring sessions with a fitnessU Pro-Trainer.



fitnessu.com.au

Progressive Calisthenics Certification (PCC)

Don't miss this one-off opportunity to take your physical development – as well as that of your clients – to unprecedented new levels! Network is proud to provide the Aussie industry with an exclusive opportunity to learn the most effective calisthenics techniques from bodyweight strength authorities Al Kavadlo and Grace Kavadlo. The PCC represents the ultimate bodyweight certification, and whatever your area of specialisation – from strength training to rehab, bodybuilding to team sports – you'll walk away from this three-day course with a comprehensive understanding that will set you apart from all the other professionals in the industry. Register now to avoid disappointment!



fitnessnetwork.com.au/pcc

Online Continuing Education

We scour the globe for experts in all fields of health and fitness to fuel your interests, business and career.

Network brings you the widest range of quality CECs/CPDs online, so wherever you are and whatever you want to do, you can be the best you can be.

As a Network Member you have access to continuing education courses that provide you with between 1 and 15 CECs/CPDs each. With affordable prices – and even some free courses – you have a world of inspiration at your fingertips!



Coming soon!

- Beating the Bulge: Exercise Considerations for Overweight & Obese Exercisers
- The psychology of emotional eating and fat loss

3 CECs
CPDs
\$149

Twist Foundations
by Twist Conditioning

Eliminate the 'weak links' that are stopping your clients from excelling, and get them moving with fluidity, strength and balance.



5 CECs
CPDs
\$99

Ante Natal Core Training
by Dianne Edmonds

Learn how to safely modify exercise for your clients as their pregnancy progresses, focusing on pelvic floor protection.




4 CECs
CPDs
\$79

Early Post Natal Programming
by Dianne Edmonds



4 CECs
CPDs
\$79

Super Flexibility Highways
by Chuck Wolf



3 CECs
CPDs
\$69

Keep it Moving: Osteoporosis, Osteoarthritis and Exercise
by Dr Kim Bennell



5 CECs
CPDs
\$99

Effective Nutrition Coaching
by Dr Rebecca Reynolds



7 CECs
CPDs
\$139

Fundamentals of Structural Assessment
by Justin Price



5 CECs
CPDs
\$99

Insights into Mental Health and Exercise
by Schizophrenia Fellowship



5 CECs
CPDs
\$99

Positive Gains: No-Nonsense Hypertrophy
by Jason Schulman



4 CECs
CPDs
\$79

Snack Attack: Managing Meal Timing and Cravings
by Matt O'Neill

Note: All prices stated are Network Member rates and include GST. Non-member prices will vary. Visit fitnessnetwork.com.au for non-member pricing.

SEE THE FULL RANGE ONLINE

Find all these courses and more at fitnessnetwork.com.au/cecs – and don't forget to check out our range of Network Member-only FREE courses!



Power Music

Power Music is Australian Fitness Network's EXCLUSIVE provider of PPCA-free music.

Network Members receive 10% off all purchases made through Power Music. This includes CDs, custom playlists, individual tracks, choreography videos and much more.

Power Music also features ClickMix which allows you to create your very own custom mix – at whatever BPM you like and perfectly 32-count phrased. This allows you to truly use the music of your choice for your classes.

To purchase the albums below, and to view the entire range, visit powermusic.com – remembering to use the code **network2016** at the checkout to receive your discount.

Trax Music (PPCA-free)



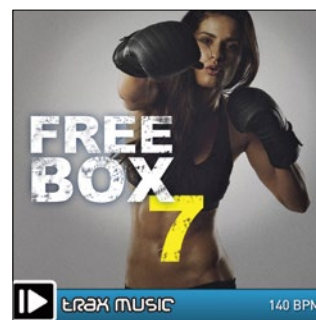
Top AU Hits



FreeRide 27

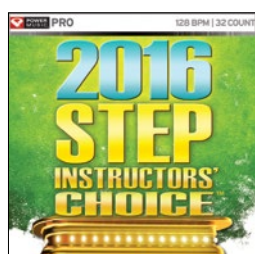


Millennium Step & Conditioning

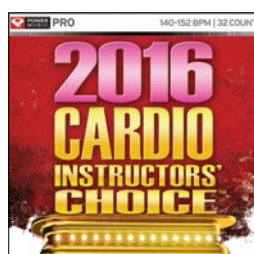


FreeBox 7

Power Music (PPCA-free)



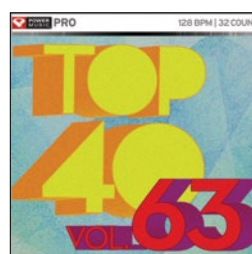
Instructors' Choice 2016 – Step



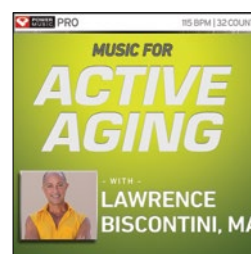
Instructors' Choice 2016 – Cardio



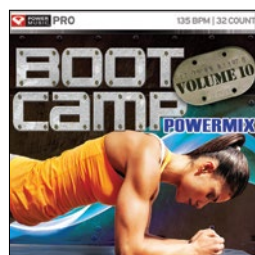
Pop Pilates – POP 5



Top 40 Vol. 63



Music for Active Aging with Lawrence Biscontini



Bootcamp PowerMix Vol. 10



Battle of the Brits!



Schwinn Indoor Cycling Master Trainer Series featuring Shannon Fable



TOTAL HITS! Vol. 18



70's Hits Reloaded



Power Music 1

All of these new PPCA-free music releases, and hundreds more, are available on Power Music 1, the premium digital music subscription service. Network Members can subscribe for the special rate of \$19.95 per month. Visit PowerMusic.com/PowerMusic1 to get started today!

SEE THE FULL RANGE ONLINE

Check out the full range of Power Music at australia.powermusic.com – and remember to use the discount code **network2016**





Little Sits helps parents find time for their fitness goals

Finding time for yourself as a parent is hard. Sadly, personal fitness is often looked at as a luxury you no longer have time for. This can change with the help of Little Sits.

Little Sits helps parents find more time for themselves, so that they can prioritise their health and fitness, by creating a community of parents to trade babysitting with.

Drawing on the African proverb, 'it takes a village to raise a child', Little Sits enables parents to create their own network of fellow parents from their community – such as other parents from school, childcare, sports clubs and the gym.

Babysitting is then traded amongst this network of parents. A points-based system keeps it fair. Rather than paying other parents for babysitting, you trade points – paying points when you need a sitter and earning them when you babysit for any other parent in your network. Little Sits empowers parents to support each other in their babysitting needs.

As a fitness professional you can encourage your clients to connect with one another on Little Sits so that they can provide each other with that much needed spare time to train with you.

Head to littlesits.com and share the link with your clients today!



fb.me/LittleSits



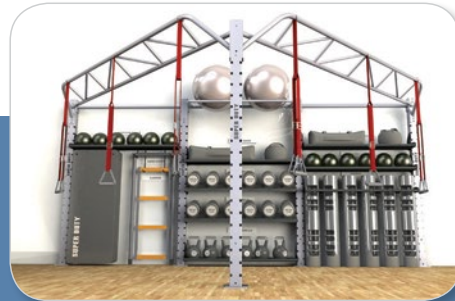
'Search Little Sits'

littlesits.com

SUPER DUTY



If you can imagine it, we can create it.



SUPER DUTY OMNI WALL

Make the most of your valuable floor space with our new modular storage system. It can fill an entire wall, or turn an awkward corner into a highly organised group training zone. You're only limited by your imagination.



International Fitness

www.internationalfitness.net Phone 1300 666 058

INNOVATIVE FUNCTIONAL MODULAR