

LGBTI
World
Lifestyle
Community

NOVEMBER 2019

Q MAGAZINE

featuring
SUMMER'S ALMOST HERE
wavebreaker break the mould

The right choice!

Legal Wills Made Easy

It's as easy as:

- 1 Order your *Legal Wills Made Easy* Will Kit online
- 2 Follow the simple step-by-step instructions
- 3 If you require legal assistance, email our legal team at: **legalwills@greenmonts.com.au***

Visit **www.legalwills.com.au** to order your Will Kit today

*Advice in relation to the Wills in the *Legal Wills Made Easy* Will Kit is given by: **greenmonts legal**

Buy 1 Kit for you and your partner.

Do-It-Yourself
Legal Will Kit
From Only
\$24.95
+GST

The Mens Salon

◆ IPL LASER ◆ SPRAY TAN

◆ WAXING ◆ FACIALS

◆ MASSAGE ◆ LASH / BROW TINTING

WAX & DAY SPA

HEAVENLY SOLUTIONS

P: 03 9510 3344

14 Williams Road, Prahran 3181
joe@heavenlysolutions.com.au



q comment:

SUN SHINES ON NEW DIRECTION FOR AUSTRALIA'S LGBT+ TOURISM BOARD



More information at www.VisitGayAustralia.com.au

Queensland's Sunshine Coast has played host to Australia's lead LGBT+ travel association, Gay and Lesbian Tourism Australia (GALTA), which held its Annual General Meeting in Mooloolaba, welcoming the organisation's first female President.

Following a productive three years under the leadership of outgoing President Mario Paez, co-Director and Managing Director of LGBT+ tour and travel operator Planetdwellers, the national association will set new directions with experienced tourism marketing professional Louise Terry taking on the lead role.

The GALTA Board elected positions are:

President | Media & Partnerships: Louise Terry
Vice President: Ty Sutherland
Company Secretary: Gerry Bourke
Treasurer | National Representative Liaison: Rod Stringer
Media | Social Media: Dennis Basham



Hampstead Dental

New Patients Welcome

Dentists for our community
HampsteadDental.com.au

Publisher & Editor
Brett Hayhoe
+61 (0) 422 632 690
brett.hayhoe@qmagazine.com.au

Editorial / Sales & Marketing
editor@qmagazine.com.au
sales@qmagazine.com.au

Design
Uncle Brett Designs & Graphics

Contributing Writers
Brett Hayhoe, Gabriel Tabasco, Mark Frederick Chapman, Megumi Miki, Renee Brown, Gihan Perera.

Cover picture
Wavebreaker Summer Collection Swimwear

Photographic Contributions
Mark Frederick Chapman (q cuisine),
Henri Verhoef (q calendar)

qscene@qmagazine.com.au

ISSN 1449-499X
Q MAGAZINE
PO Box 7479, St. Kilda Road,
Melbourne Victoria 3004
www.qmagazine.com.au

LEGAL DISCLAIMER

Q Magazine is a free publication and can only be distributed through selected outlets. Views expressed in Q Magazine do not necessarily represent the opinions of the publisher/editor.

No responsibility is accepted by Q Magazine for the accuracy of advertisements and information within the publication.

All material forwarded to the magazine will be assumed intended for publication unless clearly labelled "Not for publication". Reproduction in whole or in part without the expressed written permission of the publisher is strictly prohibited.

Brett Hayhoe t/a Q Magazine
ABN 21 631 209 230

q feature: **SUMMER'S ALMOST HERE**

RIDE THE WAVES WITH WAVEBREAKER® MEN'S SWIMWEAR

The summer collection from WAVEBREAKER® breaks the mould of generic men's swimwear. Stand-out designs for stylish guys who live life to the max. WAVEBREAKER® is for the man who pushes the boundaries and rides the waves. A collection of board shorts, fitted shorts, trunks, swim briefs, polo shirt and T shirt, caps and for the elite athlete, jammers. Stylish and wearable designs, made without compromising on technical fabrics and comfort.

Diving into the ocean, dropping into the waves or lazing on the beach, WAVEBREAKER® has a style to suit. Choose from Premium, Sports, Beach, Classic, and even a kids collection for the minis. WAVEBREAKER® is brought to you by Adolf Riedl GmbH & Co, a company steeped in over 70 years' in swimwear heritage and garment technology. The company is one of Europe's leading swim and resort wear manufacturers and has won the coveted SOUS swimwear award for the last nine years in a row.

The WAVEBREAKER® collection combines German garment expertise and innovation with technical fabrics to create this summer's hottest range of men's swimwear. Bi-elastic, chlorine resistant and quick-drying materials for and practicality. Revolutionary, super-soft inner slips, with elastic-free cuffs for comfort.

WAVEBREAKER® Premium is for the man that expects nothing but the best and won't compromise. Sophisticated styles, premium fabrics and designer looks. Choose from a discerning palette of midnight blue, burgundy and black or go wild with vibrant prints in 'maps,' 'Miami' and 'motorbikes.' Dapper trunks, briefs and board shorts, that are casual, yet ooze sophistication. The iconic style from the Premium collection is the board short designed with a fully sealed, waterproof pocket, perfect for a mobile phone or keys. And a removable, carabiner bottle opener, to open that cold beer, no matter how remote the location.

Designed for the serious sportsman, is WAVEBREAKER® Sport. Athletic styles that are streamlined and aerodynamic for ease of movement in the water. Hard-wearing, technical fabrics for high demand. Chlorine resistant and quick-drying. Perfect for laps, surf boat rowing, iron man, diving, windsurfing and any other water-based sport. Jammers, racing shorts, boardies and for après a stylish Polo shirt. In a colour palette of block traditional colours of black and navy and more standout designs of bright blue, turquoise, orange and scarlet.

For those at home in the sea, WAVEBREAKER® Beach encompasses laidback surfer style. Music and Waves, Fun and Sun. Vibrant prints of beach sunsets, tropical palms, surfboards and graphic prints. All in quick-drying microfibre, so you'll be dry in a jiffy!

For the discerning gentlemen, there is WAVEBREAKER® Classic. Timeless and elegant in a palette dark green, black, turquoise, night blue, blue, turquoise and red. Or for the more adventurous pick from checks and flashes of colour in nautical inserts.

For the boys, there is the WAVEBREAKER® children's range. The standout pieces from the men's collection have been handpicked and made into mini sizes, ages 4-16, just for the kids. The boys will love the 'surfboard', 'motorbike' and 'map' board shorts, or for the cool dudes, block colour board shorts with a WAVEBREAKER® logo waistband.

WAVEBREAKER® caters adults sizes S – 8XL and boys aged 4-16. WAVEBREAKER® is stocked in stores and online across Australia and New Zealand. For stockists visit www.wavebreaker.info



PRESENTED BY

IN COLLABORATION WITH



MONTRÉAL PRIDE

f e s t i v a l
pride mtl

**THANK YOU!
COME SEE US
NEXT YEAR!**



**AUGUST
6 TO 16
2020**

**11
DAYS**

**2
WEEKENDS**

FREE!

fiertermtl.com



**THE
READY
COMMITMENT**



Québec

Canada

Montréal

TOURISME /
MONTREAL

fido



AIR CANADA

TROJAN®

q cuisine: with HOBBY CHEF CHAPMAN

Mousse au Chocolat Zacapa 23

The festive season is just around the corner and so enjoyment and pampering. In order to have time for the loved ones and the guests, this delicious chocolate mousse with Zacapa 23 Rum and Kumquats confit can be well made in advance and is easy to serve.

Preparation chocolate mousse

Beat the eggs and separate the egg whites from the egg yolks, each in a bowl. Using a whisk, stir the egg yolks with the sugar and rum until creamy.

Place a bowl on a pan of boiling water and melt the pieces of chocolate in it. Stir in between.

Using a mixer, whip up the egg white with a pinch of salt until it peaks.

Also whip the cream with a mixer so that it gets airy – not too long.

Remove the melted chocolate from the pan and let it cool for about 4 minutes. Then quickly lift the egg yolk cream under the chocolate mixture and mix gently.

Then, put the beaten cream in portions under the chocolate mix, do not stir, otherwise the volume is lost. And finally do the same with the whipped egg whites.

Add to the glasses and chill for at least 2 hours.



Preparation Kumquats Confit

Wash and quarter the kumquats and remove seeds. In a pan, dissolve the sugar in the water and add the kumquat quarters. Simmer on low heat and boil the liquid to a thick syrup. Put aside.

Serving

On the mousse in the glasses spoon some of the Kumquats Confit and one tablespoon of Zacapa 23 rum over the top.

Ingredients chocolate mousse

100 g dark chocolate (70% cocoa)

30 g butter

2 egg yolks

2 tbsp sugar

40 cl Zacapa 23 rum

2 dl full cream

2 egg whites

1 pinch of salt

Ingredients Kumquat confit

8 kumquats

4 tbsp sugar

1 dl of water



Zacapa 23 Rum is made in Guatemala and is a work of art and expression of patience, wealth, quality and mastery. Zacapa Rum has matured to perfection in the highlands of Quetzaltenango and unfolds its complex flavor and character at 2300 m altitude.



CHANGE
— THE ONE —

CHARITY ALA DINNER DANCE

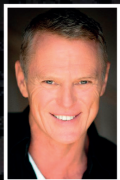
SATURDAY
23RD NOVEMBER, 2019



Mc - Marty Fields

MOONEE VALLEY RACECOURSE
COMMITTEE ROOM
FORMAL ATTIRE FROM 6.30PM

CELEBRITY GUEST
Mc - Marty Fields



Michael Cormick

SPECIAL GUEST PERFORMERS
Michael Cormick

Surprise entertainers
Live entertainment & Dancing.
Auctions & prizes.

Corporate tables of 10

Tickets \$145.00 pp inc 3 course meal & drinks

All proceeds fund the building of a community centre consisting of; Library, hall, adult learning centre, meeting rooms, kitchen & playground for the children. A central hub for the community.

In 2020 a team of 20+ volunteer Australian tradespeople will travel to Phu Ninh District, Vietnam to work with the locals to construct the community centre in ONE WEEK.

www.changetheone.org

100% of money raised goes to those in need.

Bookings at Klass Events. Josie Kearsey ~ Event Director ~ 0418 578 339

<http://bit.ly/changetheone>

q life: with GABRIEL TABASCO

The Spy Who F**ked Me

One evening this summer I met up with Alexey, a Russian man, around 40 years old who came from Samara, a Russian city approximately 100km from the Kazakh border. Alexey was of medium height, stocky but muscly build with a shaved head. Enjoying the Australian sunshine he was slightly sunburnt, his skin having turned a golden colour rather than lobster-red that is common with people of north European origin.

Alexey looked like someone who enjoyed martial arts and was comfortable wielding a gun. I also imagined him being the kind of man who would wear very revealing underwear, maybe sporting a jockstrap or two under his business suit or wearing tight white Speedos at the beach that would almost reveal everything after he had been in the water for a swim.

The night we met we went for a drive along the coast in his car. When I made small talk and asked what he did, Alexey said that he worked for a Russian company but was particularly cagey about imparting any details on his professional and personal life. I suppose he wanted to get personal on a physical rather than platonic level. Then again I assumed it was typical of his culture not to give more information than was needed. He talked in stilted English as if he had a quota on how many words he could use. It was not particularly comfortable sitting in the car with him surrounded by long silences. Alexey seemed to prefer silence to sound and chose to keep the radio off.

After half an hour we stopped at a quiet beach and went for a walk, walking mostly in silence that was no longer uncomfortable. We had little to say to each other but liked each other physically so we felt comfortable. We eventually came to an alcove that was cut away from the main beach while large rocks concealed it further by trees and shrubs. I motioned him over to come over to the rocks. We sat down on the rocks together and after another brief moment of silence I began to feel his thick, toned thighs. I worked my hand up to feel his juicy piece of meat. Being Russian he had little body hair. I leaned in and kissed him. I decided to go down on him so I yanked off the gym shorts he was wearing. Just as I imagined he was wearing skimpy, tight, white, revealing y-fronts, with a thin elastic as the sides making it a cross between jocks and y-fronts. Still with his pants on I lightly touched his balls. He smiled clearly enjoying that. I then pulled off his y-front and out fell a large, white semi-erect dick. He had smooth, hairless skin.

I followed his tan lines with my finger. He obviously sunbathed a great deal and did so in tight Speedos, which was typical of Russian men. Alexey took off his t-shirt and was sitting on the rocks with his shorts and underwear around his ankles with still wearing his trainers. My finger made its way across to his anus where it circled around his smooth, plump perineum. Like the rest of his body it was smooth but his buttocks were tight. The man obviously did sports. Maybe wrestling? Cycling? Judo like Putin? I pulled back the flesh of his buttocks and saw a light, pink asshole.

I played with it, fingering him lightly but he was as tight as an unopened jar or caviar. Sensing the pressure he began to feel uncomfortable, so I changed tactics. I took his cock into my hands and masturbated him until he was fully erect. When it stood to complete attention I licked his balls lightly and started working my way up his cock with my tongue. When I got to the tip a drop was pre-cum had formed. I licked that off gently, as if it was ice cream, and then greedily swallowed his cock whole. I loved hearing him exhale in enjoyment. I worked on his dick for the good part of 30 minutes, sucking him off and touching his asshole, which he was



beginning to enjoy. His chest started heaving and as he began to come I jerked him off. His sperm erupted in strong bursts landing on his chest, the rocks and sand. I was so horny, not having touched myself that I licked off his cum from his chest, something I never do. He smiled as I did that. After a few moments he got up and put on his underwear and shorts.

'And now you?' he asked.

'It's ok,' I said wiping away the come from my lips. 'Tonight is all about you.'

He liked that so much he smiled. 'Wow. Even the prostitutes I hire are not as good as you.'

'Better and more fun than a prostitute,' I thought to myself. 'Now that's a compliment.'

We walked back to his car mostly in silence. He drove us back to Athens and dropped me off home.

'Let us meet again soon' he said.

'I'd like that' I said and went inside.

We met a week later at his place. It was a tidy, two-bedroom apartment with a large balcony that overlooked the sea. As if we were acting on a pre-agreed action we began undressing as soon as I entered his apartment. It was hot, even at night, so the windows were open and the fan was on. He, like me, did not like air-conditioning.

Finally naked he laid on his double bed. I climbed on top of him and began liking his shaved balls and working my way up his cock until I took it all in my mouth. He laid back and relaxed as I did most of the work. His balls were beginning to tighten so I put a condom on his cock and mounted him as he lay. After taking a minute to position his dick inside me I began to move my ass on his cock, building up the rhythm.

'Let your ass fuck my cock,' he whispered and let out a quiet laugh.

That was the case: I was fucking his cock. I was riding him like a cowboy. Facing me as we faced each other he came hard into his condom as he was still inside me. He leaned and kissed me as he came. It was s warm, friendly, sloppy kiss.

'Better than a whore,' he exhaled as his penis was deflating in my ass. I smiled as he pulled it out of me. To most men this may have seem rude but it felt like such a compliment.

Afterwards we made generic conversation talking about the weather or the places he wanted to visit. Glancing around his apartment I noticed that there was nothing personal. No family pictures. No postcards on the fridge. No magazine or newspapers. Just a sofa, a laptop and a TV and a mountain bike.

What was he hiding? I saw no family photos so was hiding one back in Russia or was he single? Was he a high-level executive in a Russian oil company and guarded his privacy because he did not want to divulge too much personal information as it could be used against him? Or was it something more?

I went to use the bathroom.

'The door to the left,' he kept repeating making sure I did not go into 'the other room'.

'You mean this one?' I said confusing my left from my right. I tried to push open the door but it was locked.

'No! The other door,' he barked, lying naked from his bed. His dick flopped to the left.

He could only have been one thing: a spy. Men like him: fit, unmarried, unassuming, fluent in foreign languages are the perfect candidates to send abroad for... well anything? But would a spy really yell? Aren't they always calm and cool? Most likely. But to a person who was unimportant, a random guy like me who was as disposable as a condom, spies possibly did not care how they behaved. It was hardly like we were in high-stakes geopolitical negotiations. Rather, oral fellatio that had come to their expected and inevitable conclusions.

I left after soon after that I saying we should meet up. This time he just nodded and mumbled a goodbye. He never called me again and did not respond to my texts.

'Oh well... no more from Russians with love,' I thought to myself. I liked to think he was called away on an international assignment but in reality I think I screwed up with trying to open the door for the adjoining room. Too bad. I liked him. Not that I really knew him.

q calendar: **NAKED BEAUTY**

This Gay Rugby team is deconstructing beauty stereotypes by releasing a greek-themed naked calendar

ARC Amsterdam Lowlanders, the only LGBT+ Rugby team in The Netherlands, presents their new naked calendar for 2020, with a particular spin: embracing diversity in a world dominated by stereotypes.

The goal of this calendar is to raise funds to participate in the biennial inclusive world rugby cup, the Bingham Cup, which will be organized in 2020 in Ottawa, Canada. The Lowlanders calendar is a reference to the inclusiveness of sport and rugby culture where there is room for everyone without pursuing a body idealized by today's society.



Photographer and player Henri Verhoef had his teammates pose at the Allard Pierson Museum: "There is no sport as inclusive as rugby. Large, small, muscular, thick, juicy, long, thin: it is a sport where there is literally room for everyone. In this calendar we show that there is no real ideal image. The players are photographed as sculptures that show that there can be strength in vulnerability and cohesion in diversity."

Pieter Lokman, chairman of Amsterdam Lowlanders: "Once every two years, more than ninety gay rugby teams from around the world come together for one of the largest LGBT + amateur rugby tournaments in Rugby Union, the Bingham Cup. To get our entire team, including those who cannot afford such a trip to Canada, this year,

our members have been working diligently on this calendar. Passion is one of the core values of rugby, as well as respect, companionship, and 100% commitment. Since 2003, the Lowlanders have been offering LGBT + people the opportunity to develop these sides of themselves, to be part of the global rugby family and to feel that there is room for everyone in this rugged sport. "

The calendar can be purchased starting from November at <https://amsterdamlowlanders.nl>

About this year's theme:

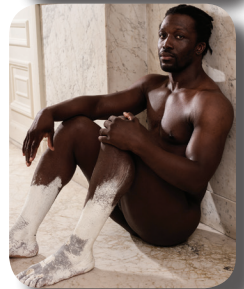
When thinking about the male nude in relation to sports you can't really get around one of the most famous Greek sculptures ever made; the Discobolus of Myron. The sculpture, depicting a young man throwing a discus, dates from a time where mostly athletes, gods, and heroes were used as subjects in art, always with 'ideal' bodies and proportions.

In this year's edition, players of the Amsterdam Lowlanders pose together with statues at the Allard Pierson museum. Combining the old with the new, we created new sculptures showing that there is no one true ideal. Sculptures that show that there can be strength in fragility and cohesion in diversion. That opposites stand next to each other, on one pitch, as one team.

About the Amsterdam Lowlanders:

ARC Amsterdam Lowlanders is the only LGBT + rugby club in the Netherlands with more than eighty members (players and supporters) With an enormous diversity in the team, everyone has their own role.

More information: <https://amsterdamlowlanders.nl/about-us>





Everyone is welcome

Join your local club.

**The Proud Beaches Scholarship will enable LGBTIQ
around Australia to overcome the financial burden
involved in becoming a lifesaver.**



**For more information visit
www.lifesaverswithpride.com.au/scholarship**

#lifesaverswithpride

q inspiration: **NEW YORK NEW YORK**

Start spreading the news...New York, New York!

Local Melbourne girl Adriana Pannuzzo is living her dreams in the Big Apple

Hard work and ambition is beginning to pay off for triple threat performing artist from Melbourne, Adriana Pannuzzo, who is pursuing her career in the United States.

After completing her VCE at Penleigh and Essendon Grammar School, Adriana received a scholarship to study musical theatre at The American Musical and Dramatic Academy in New York. She set off with a positive "can-do" attitude the determination to follow her dreams.

Adriana graduated from AMDA in 2019 and joined the cast of Global Gay at the renowned La MaMa Experimental Theatre in New York.

"Based on a book by French author/journalist Frédéric Martel, Global Gay is a compelling dramatization of the cruelty facing queer people around the world by state-sanctioned methods as well as deeply rooted cultural norms. The U.S. premiere of Global Gay dramatizes the plight of queer people around the world as they claim their human rights in the face of authoritarian regimes and homophobic cultural norms. In the spirit of the "theater of engagement," Salvino Raco has crafted a provocative narrative that challenges audiences to abandon their complacency and squarely confront the issues faced by many millions of LGBTQ people outside of Europe and North America. Salvino Raco, based in Paris, brings "fire and fury" to his dramatizations of contemporary social and political issues." — La Mama website

In Global Gay, Adriana played the role of gay-rights lawyer Mary Bonauto, who is best known as the lawyer who helped legalise same-sex marriage in the U.S.

"Playing Mary Bonauto was very inspiring, it was such a gutsy role, and such an honour to be a part of a work like this, one which tells very important stories of very real people. One of Adriana's season highlights was doing a special performance for the residents of Sage in New York, an advocacy and service organisation for LGBTQ elders. "It was a truly moving, truly personal experience." — Adriana Pannuzzo

Recently, Adriana Pannuzzo landed a lead role in a touring production of Angelina Ballerina, The Musical. The show launched this week at the Soho Playhouse in New York and is set to tour North Carolina, South Carolina, Ohio, Louisiana, Kentucky and more over the coming months.

Adriana was "beyond thrilled" to find out she had been cast in the role of Angelina's best friend Gracie in the family-friendly theatre production, which is based on the animated series Angelina Ballerina, The Next Steps.

"As a young child, I read all of the Angelina Ballerina story books and really connected with the gorgeous sketches by illustrator Helen Craig. The original Angelina that I loved was a cute, chubby little mouse who wasn't perfect. I thought, if she could do ballet then so could I! That was really why I got into dancing and ballet at such a young age." — Adriana Pannuzzo

Some of Adriana's other credits include choreographing the Columbus Day Parade Dance which is broadcast internationally by ABC Live; An Evening at the Jewel Lounge (Ruby) at 53 Above where she also choreographed the show; and the thrilling 2010 season of Billy Elliot the Musical (Angela Robson) at Her Majesty's Theatre in Melbourne. She has also appeared on television in Australia and the U.S.



The rising star from Melbourne believes that it is important to maintain a growth mindset. Reflecting on her involvement in Angelina Ballerina, The Musical, Adriana said "It's exciting to be part of a touring production. This experience has taught me so much about myself as a person and an artist."

More Information

Adriana Pannuzzo www.adrianapannuzzo.com

Global Gay www.lamama.org/global-gay

Mary Bonauto www.mashable.com/article/mary-bonauto-glad-pride-month-interview

Sage www.sagenyc.org/nyc

Angelina Ballerina, The Musical www.angelinamusical.com

The American Academy of Dramatic Arts www.aada.edu



Proudly supporting our community

at last a dentist who gives
you something to smile about

from check ups to dental
implants and everything in
between.

nitrous sedation available

fit your treatment into your
budget with our no interest,
no credit check payment plans

Appointments 9318 5599

2 / 44 Hampstead Rd

Maidstone 3012

HampsteadDental.com.au



Hampstead Dental

q career: **with MEGUMI MIKI**

Why being quiet shouldn't be detrimental to progressing your career

When 200+ quieter professional women were surveyed whether they felt like they have to be extroverted to progress in their careers, 91% chose 'often' or 'sometimes'. It is common for professionals – both women and men – to feel like they need to be outspoken and confident-looking to be heard, taken seriously and succeed.

On the other hand, when people are asked, "Do you know of leaders who may not say a lot but when they do, they are very insightful and wise?" most people nod their heads. Many people also speak of quiet leaders as some of the best leaders they have worked for.



While many people fear that being quiet might stall their careers, or that they have to pretend to be someone they are not, it doesn't have to be the case. Here are three reasons why being quiet is not detrimental to progressing your career, rather, it can be an advantage:

Successful Quietly Powerful leaders exist

Warren Buffet, Angela Merkel and Mahatma Gandhi are well-known examples of successful leaders who used their quiet nature as their leadership strength. Whether it is in the commercial, political or social context, their calm presence, humility, deep listening and reflection, inclusive and empowering approach have allowed them to lead and have enormous impact.

If you pay closer attention, you will see quiet leaders closer to home. You may not notice them as much as the more outspoken leaders, because they do not try to attract attention for the sake of it, or because they may appear to be animated in public even though they are naturally quiet. They may not be the majority, but quiet leaders do exist, are highly successful and many people love working for them.

More research is showing the value of quieter approach to leadership

Hal Gregersen, Executive Director of MIT's Leadership Center, explained in Being Quiet Is Part of Being a Good CEO how easily leaders stop listening, become insulated from information they need and how this can lead to a plethora of unexpected problems. Leaders who use a quieter approach make more informed, considered decisions.

Wharton University's Organisational psychology professor Adam Grant, along with co-authors Francesca Gino of Harvard Business School and David Hofmann of the University of North Carolina's Kenan-Flagler Business School, shared a study showing that 'When employees are proactive, introverted managers lead them to earn higher profits.' Quieter leaders create the space that allows teams to be proactive.

Many quiet professionals hold themselves back more than anything else

Many quiet professionals believe they will not be promoted because they are naturally quiet. This belief unfortunately stems from internalising what parents, teachers, social norms have told them. Being told to "speak up more" and "be more confident" as a child or younger person embeds a belief that she is not good enough or as good as her more outgoing peers.

In some ways, this is good news, however. If you are the one holding yourself back, you have control because you can learn how to manage your inner voices that hold you back.

There are strategies to succeed as a quiet professional

The key to succeeding as a quiet professional is to develop your precious qualities which you or others may deem as not being valuable, such as being naturally quiet, rather than replace or marginalise them. It's this combination of predispositions and the additional qualities and skills that enables you to succeed without pretending to be someone you are not.

To do so you must first appreciate yourself fully - both strengths and weaknesses — and reframe the story you tell yourself about yourself so that the inner critics do not take over. With a greater appreciation of yourself, you can develop additional skills and learn behaviours that are important to achieving what you want to achieve. You are then adding skills and behaviours, not fixing, replacing or pretending.

You can also actively find organisations and leaders who value quiet achievers and quieter approaches to leadership. They do exist and will often go out of their way to encourage, support and promote talented quiet professionals. These organisations and leaders attract highly talented people who may feel neglected elsewhere.

If you thought your quiet nature would hold you back or believed you needed to fake it till you make it, think again. If you have colleagues who believe this, help them to value their quiet nature and use it as a leadership strength. It is time for quiet professionals to step up as we need more 'Quietly Powerful' leaders in organisations and in the world to achieve more balanced approaches to leadership.

Megumi Miki is a leadership and culture specialist and founder of Quietly Powerful. Megumi helps individuals, leaders and organisations to unlock their hidden potential. She is the Author of upcoming book 'Quietly Powerful: How your quiet nature is your hidden leadership strength' (Major Street Publishing \$29.95) and 'Start Inspiring, Stop Driving: Unlock your team's potential to outperform and grow' (Baker Street Press \$24.95). For more information about Megumi visit www.megumimiki.com



GIVE YOUR WORD. PROMISE TO STAND UP AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA. ALWAYS.

q dating: **with RENEE BROWN**

The 5 worst things about online dating

Online dating and apps are now part of the standard dating behavior singles utilise to find love, but do they actually work? Whilst these online avenues can fast track meeting potential partners, the internet tends to bring out the worst in people. So, before you stop meeting people the old fashioned way, let's take a look at the reality of what it's really like to date online:

1. It can be poor quality

For many people, online dating experiences can leave you feeling deflated and disappointed with the lack of quality choices presented to choose from. Successful people are looking for their equal, and aren't finding that within online dating forums. They are looking for a certain quality and caliber of match but the problem is that there's no pre-qualifying or vetting. The online world is now so accessible anyone can join and partake in the dating game. Unfortunately, this means you have to meet a lot of the wrong people before you get to the right people that resonate with your personal standards, relationship desires and expectations. Cheaters love looking online. Weeding out all the cheaters that use online forums to retain new relationships whilst still currently in one is most unpleasant for those who are genuinely looking for love.

2. It's time consuming

Trolling literally hundreds of profiles to only come across a few genuine ones takes a lot of time. For busy professionals, time is not a luxury. Spending valuable time on your phone or computer for hours on end looking and dismissing profile pictures one after the other is time consuming and exhausting. Let alone the texting and conversing required before you set up a date and actually meet someone face to face.

3. Confidentiality

There's vulnerability when putting yourself online, and uploading your face for all to see is often not a safe option for those with professions that require discretion. Think of those who are Lawyers, Police Officers, or Doctors - online just isn't the right fit for those that can't or don't want to be easily recognised.

4. Rejection

Attraction is important, but the fact that your looks are the very first - if not the only thing - you're judged by is ridiculous. People get pickier and reject others quickly online because there's so many profiles to choose from and you get the illusion that options are endless. Rejected people can quickly turn on you and abuse you for not wanting to meet them. In return you too can be the one left feeling rejected or ghosted.

5. Fake profile information

There's no one policing dating profiles, so you never really know what you're going to get until you meet someone in person. People lie about the dumbest things, even though they'll soon be caught out if they meet in real life. Recent studies show around 80 percent of people lie about their height, weight and age online. And how many times have you seen people using flattering photos taken a decade ago only to find they look far different now? And there's reason to be wary since you'll never know who you are actually talking to online - including scammers who try to trick the vulnerable into sending money or goods.

With technology forever evolving, it's clear that online dating is here to stay but for those who want more you can always revert back to the old-fashioned way of meeting genuine people face to face. If the social scene is not your thing and going out feels overwhelming, you can always get help from a dating expert who can match you with quality, pre-qualified people you know share the same intentions and standards. There's options!



Renee Brown is a respected matchmaker, relationship coach and founder of Corporate Cupid, which provides personalised dating services for time-poor professionals in Perth and Sydney. With a background in psychology and human behaviour, Renee's mission is to find love connections by delving into the psychology, behavioural patterns and mindset that prevent singles from finding fulfilling relationships in a digital era. Find out more at www.corporatecupid.com.au

q advice: with GIHAN PERERA

Why Goal Setting Doesn't Work Anymore – and What to Do about It

Have you ever set a “SMART” goal? That’s been the gold standard for goal setting, but it doesn’t even come close to helping you achieve a goal. Even a drunken New Year’s Resolution – say, that you’ll finally lose that 10 kilograms of excess weight this year – could be a SMART goal: It’s specific, measurable, achievable, relevant, and time-based. But as we all know with New Year’s Resolutions, most of them don’t survive to the end of January!

Goal setting is easy – ridiculously easy. The real problem is with goal getting. In our fast-changing world, the future is unclear, the changing environment constantly throws out new obstacles, and the goalposts keep changing along the way. That’s why we need new rules now for achieving our goals.

Make it a project, not a goal.

A project is a small, clearly-defined job. Like a goal, it has an outcome, but it also has a clear plan attached to it. Sending a man to the Moon was a goal; each space flight during that time was a project. Even if you’re not taking moon-shots, work on 90-day projects rather than 12-month goals. That’s long enough to do something significant, but short enough to know the world won’t change too much around you.

Test it fast.

Don’t spend the first three weeks planning, strategising, and optimising your goal. As soon as possible, test it! Approach a few customers, build a prototype, try out a “beta” version of the idea, publish a few pages of your book as a blog post, start the new eating plan immediately, and so on. Your project only runs for 12 weeks, and you can’t afford to wait until Week 10 to discover you’re on the wrong track. Test it, assess the results, tweak your approach, and try again. Take a leaf from Google’s book. Gmail was in “beta release” (that is, not officially a product) for five years before Google officially ended its beta status in 2009. By that time, it already had hundreds of millions of active users, who had the benefit of using Gmail, but also provided invaluable feedback to Google.

Make a plan.

With only 12 weeks, you don’t need complex project planning software to plan and run the project. Map out the entire project – week by week – on a big sheet of paper, a simple Excel spreadsheet, or a whiteboard. It’s easy to visualise and easy to track. Share it with your team, and make it visible and prominent throughout the 90 days.

Set rules and build habits.

Hard work, discipline, and motivation can help, but another factor trumps all of them: habits. Habit trumps discipline because you’re not relying on motivation and inspiration. You don’t need discipline to brush your teeth or wear a seatbelt, do you?

Apply the same principle to your project. Build habits by setting rules for when and where you will work on it – for example:

- “When I wake up each day, I will write another 500 words.”
- “At the start of the weekly team meeting, we’ll spend 10 minutes sharing interesting ideas we have seen that week.”
- “When I pull out my phone to check social media, I will first read an article from my saved bookmarks.”
- “Every Tuesday morning from 9-10am, I will have meetings with the people I mentor.”

Imagine how you could fail.

Traditional goal-setting urges you to imagine success in all its glory. But that’s too optimistic for a fast-changing world. Instead, imagine what might go wrong, so you can plan for it. In Harvard Business Review in 2007, Gary Klein described a process he and colleagues devised: a “pre-mortem”. In a medical post-mortem, the surgical team analyses what went wrong so they can prevent future deaths. In a pre-mortem, before the project starts, imagine your project has failed after 90 days, identify what went wrong, and then add these obstacles, mistakes, and mis-steps to your project plan.

How will YOU set – and get – your next goal?

Boxer Mike Tyson said, “Everybody has a plan until they get punched in the face.” In our fast-changing world, there are so many things that could punch us in the face! But these principles will help you stay on track, so you can set – and, more importantly, get – your goals!



Gihan Perera is a business futurist, speaker, and author who works with business leaders to help them lead and succeed in an uncertain but exciting future. He is the author of “Disruption By Design: Leading the change in a fast-changing world” (RRP \$33). For more about how Gihan can work with your leaders and teams, visit GihanPerera.com

q serial: THE HAREM BOYS - EP 10

Continued from the previous month...

Endorsements

Part of the appeal of being a Harem Boy was how lucrative it could be for the boys during and after their stint as strippers. Not all boys got to endorse a product or star in a porn film or model for a nude calendar. Only the most popular and likeable boys did. A few years ago, out of a group of eight Harem Boys only two were asked to endorse a product or star in a movie. One endorsed an alcoholic drink aimed at gay men and the other got asked to be in a gang-bang. In the end he walked off set. The year after that the Harem Boys were all models, who were all stuck-up and did not strike a likeable chord with the crowd. As office manager I warned Big Jake not to hire them but he went against my advice. It was the year we made the least earnings. Since then we focused on keeping the boys looking authentic and having a good chemistry.

This year's Harem Boys all boys got endorsement deals. Ray, who had a Maharaja theme for his performance was asked to endorse slippers, expensive cushions, silk underwear, body oils and bath salts. It was for a gay Indian designer who set up a luxury home products shop in Key West. The photoshoot took place in the Harem with Ray posing in the bath among a mountain of bubbles or laying on sumptuous silks with his little ass on show. He must have been erect during the photoshoot because when he got up there was a damp patch where his pre-cum stained the silk. Upon seeing the pre-cum stains, the Indian designer became annoyed and muttered under his breath, 'how am I going to get the cum stains out?' Of course we tried not to laugh too hard.

John, with his DJ-theme strip routine and Mike with his robot-theme routine both endorsed neon-coloured wife-beaters, t-shirts and shorts. John's clothing line was more club-style while Mike's t-shirts and sleeves shirts were more electronic in style; a black design with glow-in-the-dark patches. They sold like hot cakes. They had a joint photo shoot in the Harem Club where they wore only their t-shirts, with John showing off his round white ass. If it was frontal look he wore tiny shorts as the company that made the t-shirts did not want him naked. Mike did the same and if he only wore his t-shirts turned to show off his ass, but it looked odd. Mike had a big ass, broad shoulders and big thighs. We had to position them as both masculine and so we had separate shoots for each of the boys. Where it was a joint photo shoot Mike was sitting or lying down, in order to tame his burliness while John was standing thereby making him look taller.

Alex's photoshoot had a skater-boy there and so he got a gig endorsing a lubricant. The thinking was that if wheels needed to be kept lubricated so does a man's dick. The tagline for his posters was 'the skateboard's wheels are not the only things needing lubricant'. Alex posed naked in the car park of the hotel with the skateboard covering his dick.

Alfonso had a Matador-theme act. In Spanish culture the Matador fights the bull and then kills it. Alfonso was asked to endorse faux-leather and faux-fur underwear. The promotion tagline was 'this matador doesn't kill bulls. He is the bull and wears faux-fur'. Alfonso was not too crazy about this but he took up the sponsorship. However he was happier when he was asked to be in a photo shoot for a female-oriented online porn magazine. The theme was how younger, huskier men appealed to older ladies. For his photoshoot he was on a bed, naked with a huge erection surrounded by six gorgeous ladies, all in their 40s and 50s, three on either side of him, fawning over him, touching his body, touching his dick and cupping his shaved balls.



'Did you get laid?' asked Alex looking over the shoot when the magazine came out.

'One sucked me and I fucked two of them,' he said proudly pointing out which did what.

'Any good?'

'Yeah! They taught me a thing or two.'

'I'd love to pose for a porn magazine,' said Gio. 'It's my dream to do that'.

'I think you should do a porno man,' said Alfonso 'especially since you show off your hole a lot and like to get fucked.'

Gio really did like showing off his dick, ass and hole. In fact he got the most offers. The sluttier the Harem Boy was the more stuff they asked him to do. Gio was asked to be a model for a local Florida gay ass-bleaching salon. Big Jake and I warned Gio not to bleach his hole, the chemicals just weren't safe enough, but he went ahead and it looked great in any case. He appeared in local gay publications and posters advertising the anal-bleaching studio posing on all fours. In the images he had an oh-face and facing his ass was the studio's owner, man pointing the bleaching apparatus towards his hole. It looked like Gio was having fun, which he was. The advertising campaign translated into an increase of 30% more bookings for the ass-bleaching salon.

However it was not enough for Gio who wanted to do more and he took on other offers too. As his strip-routine theme was a sports boy theme, he endorsed jockstraps, sports socks and baseball caps. In the pool area of the hotel we put together the photoshoot with Gio showing off his ass in his jock straps. As it got steamier Gio showed off his hole so much, much to the enjoyment of the guests who got to see it close up. He advertised the socks sporting only the baseball cap and his erection.

With the end of each season the strip shows we released a calendar and a book on the current year's Harem Boys. The book was meant to be a behind-the-scenes look with brief blurbs about each photograph. The book was explicit, showing the boys naked and in some occasions with their erections.

During the course of the season's shows the in-house photographer took photos of the boys. Initially the boys avoided the photographer but they got used to him being around them and no longer heard the click of the camera or felt the zoom of his lens. The photographer started shooting the boys early on in order to acclimatise them to being in the spotlight. As the weeks went on, he began getting better and better photographs of the boys hanging out at the harem, or at the hotel preparing for the show and so on. The photos he took included Alex and Alfonso playing video games while they were lying on their stomachs; their white asses exposed, baseball caps on and turned backwards, holding the controls and focusing on the football game they were playing. It not only made the cover of the book but also was printed as postcards and posters with the slogan 'boy next door shooting balls'.

Another popular photo showed Ray in the kitchen, naked, and joking with their personal cook who was holding a large banana... that was much larger than Ray's semi-erect cock. There were photos of the boys getting ready before the show, dealing with last minute nerves and chilling out afterwards in the harem. There was a photo of Mike and John shaving before a show, a photo of Gio getting out of the shower and so on. They were candid, natural photos. By contrast the photos for the calendar were staged, glossy and fun. The calendars were limited thereby increasing the demand and asking price.

As this year's theme of the Harem Boys was 'boys-next-door' the boys were photographed around the Harem doing at-home things. There was a photo of Mike watering the plants with the hose in a strategic position or Gio ironing naked. And of course there was a whole setup for the photo Alex and Alfonso playing video games with their asses exposed. As expected, it was fun and glossy but it was not as sexy nor did it capture the moment as the original.

Read on next month for episode eleven, the final episode of the Harem Boys...



QUALITY BROADCASTING FOR THE LGBTQ COMMUNITY



Catch us live and on-demand at:
GAYLIFETELEVISION.COM

nearox
nearby gay life



Find us in the
Roku
Channel Store

q circus: THE DRILL

Women's Circus presents
The Drill

Since 1991, Melbourne's much lauded Women's Circus has created over 30 original works combining contemporary circus, theatre and music, every three years staging a highly anticipated large scale production. In 2016, during their 25th Anniversary, they received rave reviews and sold out houses for their season of The Penelopiad, and 2019 sees them create and present another exciting and ambitious work for Melbourne audiences, The Drill.

Home to the Women's Circus, The Footscray Drill Hall was built in 1914 to facilitate compulsory military training for men and boys aged 12 to 26 years old. Dozens of Footscray locals volunteered at the Drill Hall and these men became one of the first companies sent into battle in World War One - E Company. Soon they would find themselves in one of Australia's bloodiest battles; Gallipoli. Most of the company of 250 did not return... and Footscray became a city in mourning.



A century later, the Women's Circus now invites audiences to a new, site-specific, feminist circus work, sharing untold stories of war through the lens of those left behind. Disappear into the world of 1914 for a surreal journey that blurs the lines between contemporary circus, immersive theatre, historical re-imagining, and art installation.

"For our 2019 production we decided to look at the history of our home.", explains Women's Circus Creative Director Penelope Bartlau. "The Drill Hall has a very interesting past, having been built specifically for soldiers heading off to WW1. There have been periods of time across the Hall's 105 years where it was a space exclusively for cis men. Somewhat ironic given that this is our home of 12 years. But this fact, this exclusion, coupled with the history of war itself being exclusionary, piqued our interest; "What happened to those who were left behind? To those who did not or could not conform? To those who were not recognised or who were invisible? To those who didn't believe in the war at all?" This line of thought and investigation has been the catalyst for creating The Drill."

Created and performed by over sixty Women's Circus members and artists, The Drill uncovers buried stories of the site's history to explore the far reaching effects of war on communities. Playing as a part of the 2019 Due West Festival, this powerful new work takes a compelling look at this historical space.

Women's Circus is a not for profit arts organisation offering a year round circus and performance training program and producing socially engaged arts projects for women, trans and non-binary people and their communities. It is a proudly feminist organisation dedicated to individual well-being and community connectedness.

The Drill is proudly supported by Maribyrnong City Council and Creative Victoria.

21 November to 1 December, 2019 Wednesday - Saturday 8pm, Saturday and Sunday 3pm
Friday 29 November 8pm - Auslan Interpreted Performance Saturday 30 November 3pm - Audio Described
Performance

Tickets: \$44 Full, \$32 Concession, \$60 Solidarity, \$44 Sponsored
Bookings: 03 9687 3665 and online at www.womenscircus.org.au/the-drill

Location: The Drill Hall - 395 Barkly Street, West Footscray, VIC

www.womenscircus.org.au

q cabaret: **THE WAY WE WERE**

Enjoy a trip down memory lane with the ultimate tribute show to
Barbra Streisand, Frank Sinatra and Dean Martin
The Way We Were



Sharon Owens, Robbie Howard and Johnny Edwards perform as three of Las Vegas' biggest stars - Barbra Streisand, Frank Sinatra and Dean Martin. This amazing trip down memory lane promises to relive the music and the times of three of the greatest and most memorable artists of the twentieth century.

Wednesday 27 November - Wests New Lambton, Newcastle
Friday 29 November - The Concourse, Chatswood
Saturday 30 November - Wests Nelson Bay
Sunday 1 December - Cabra Vale Diggers, Sydney
Thursday 5 December - The Art House Wyong
Friday 6 December - Twin Towns, Tweed Heads
Saturday 7 December - Evan Theatre, Panthers Penrith
Sunday 8 December - The Palms At Crown, Melbourne

Sharon Owens delivers the Streisand hits with the heartfelt sincerity and note perfect accuracy that is deserving of this great artist.

She will take the audience on a Barbra Streisand journey that all fans will relate to, from the early hits and movies including 'Funny Girl' and 'Woman In Love' through to the 70s era and beyond.



Robbie Howard embodies Frank Sinatra at his musical best with all the big band hits including 'Come Fly with Me,' 'New York New York' and 'You Make Me Feel So Young.'

Johnny Edwards channels Dean Martin at his relaxed best crooning his way through his biggest hits including 'Everybody Loves Somebody,' 'That's Amore' and 'Memories Are Made Of This.'

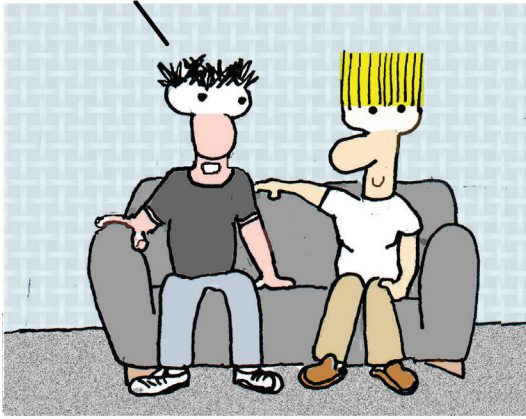
Boasting the music, the hits, the comedy and the memories, The Way We Were is an incredible nostalgic experience not to be missed.

TICKETS ON SALE NOW
www.abstractentertainment.net

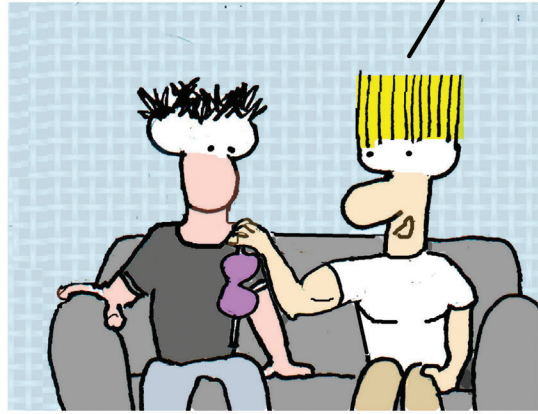


Gaylord Blade

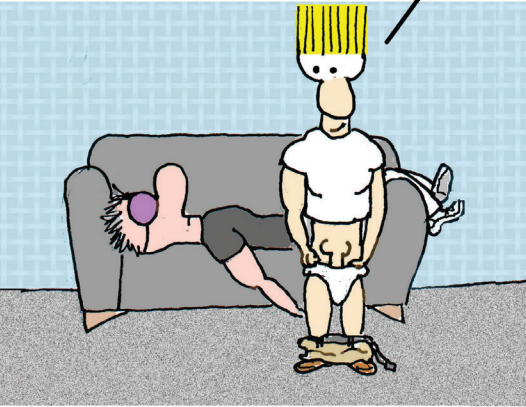
Sorry, I'm too straight for any man to turn me on, even one as hot as you!



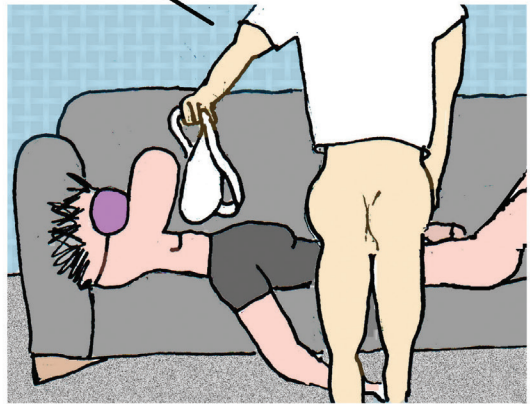
That weak protestation doesn't pass the smell test. Put this blindfold on ...



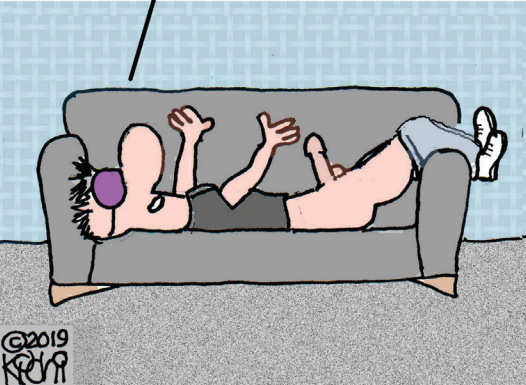
and lay there with your pants down....



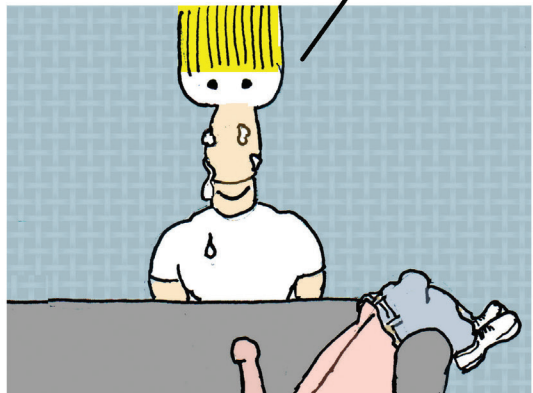
now, breathe in, deeply

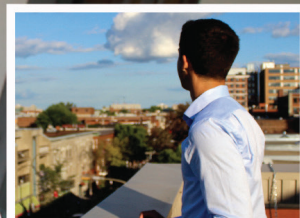


Ohmigod, WHAT just happened Gaylord?



You made a splash in the smell test!





Your connection to
LGBT-welcoming
travel businesses
worldwide.



IGLTA.org

IGLTA Platinum Partners:



CHIC
OUTLET
SHOPPING®

IGLTA Gold Partners: United | Hyatt

IGLTA[®]
International Gay & Lesbian Travel Association



QMAGAZINE

The Best Monthly Gay Lifestyle
Publication in Australia

Australia's Best GLBTi Lifestyle
Magazine since 2004



mob: 0422 632 690

P.O. Box 7479, St. Kilda Road,
Melbourne Victoria 8004



Email: brett.hayhoe@qmagazine.com.au

www.qmagazine.com.au