

May - August 2002

Kate Ramsay welcomes you to AnD Consulting's newsletter. This is an historic edition because, after eight years and 32 editions, this sees Des Ryan's last contribution to AnD's staying in touch newsletter. I know some of our regular readers look forward to reading Des' thought provoking column on what he's been thinking about - we'll miss your input, Des! As his last contribution, in **Learning Moments** Des explores his favourite topic - interdependence. In **Did You Know?** Kate shares the testimonial of a Learning Retreat client. In a new section called **Meet the AnD Coaches**, Kate introduces you to AnD's Associate Coaches who are the face of the new look AnD. An wholistic model of leadership is described in the first **AnD Story** and, in keeping with Des' opening piece, the second **AnD Story** quotes Richard Neville on an interdependent model of globalisation.

Learning Moments

Des writes: Recently, I was thinking about interdependence and why it is important yet difficult to live in an interdependent way. You see, if we can give up our belief in individuality and take on a belief of self in connection with others, I think this will pave the way for us to relate in win/win ways, whether that's in the bedroom, over the back fence or with every other nation in the world.

What makes this hard is that our western minds have been conditioned to think in either/or ways, yet to connect with others interdependently, we need to experience the world in and/both ways.

For example, I was conditioned to believe that marriage was about dependence on another (one plus one equals one). When I felt my spirit craving independence my either/or mind meant I had to end my marriage because I believed I could be either

married/dependent or single/independent. Then Kate came along and, with my relating with her, we have learned to do an 'and/both dance'. With a vision of our shared future we have learned to enjoy both independent times on our separate journeys and shared times together. Sometimes this has been hard and lonely, it has certainly put our negotiation skills to the test, yet the rewards of coming together by choice with a sense of equal power have been wonderful!

George Bush's either/or mindset in declaring to the world "either you are with us or against us" means further terrorist attacks on the U.S. are likely. I believe that only a new epistemology which embraces interdependence will see peace in our bedrooms, over our back fences and between the nations of the world.

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Did You Know?

A Learning Retreat

Mary Keely, General Manager of Human Resources at Pacific Brands, recently spent three nights at a Learning Retreat at our property in the hills due west of Byron Bay. She had this to say about her experience:

Thankyou so much for the opportunity to come to this beautiful oasis - everywhere you look is lush green foliage and birds singing. I relaxed so fast - I surprised myself!

Thankyou - to Des for his warm smiles of encouragement and to Kate for her insight, caring and love.

I came needing to retreat, renew, recharge and review where I'm going. I did all that and so enjoyed my time.

Check out our website and book your circuit breaker retreat soon:

www.bayweb.com.au/learningretreat

Meet the AnD Coaches

As explained in VA # 31, AnD Consulting is now a virtual organisation of accredited coaches who are associates of AnD. This means that the expected value of AnD remains the same - a tried and true approach to coaching which works. The value add for AnD's customers is diversity. In this and subsequent editions, you will meet the AnD Coaches and get a taste for the richness of their diversity. In this edition you meet:

Genevieve Vignes from Sydney:

As a leadership coach Genevieve works with people to help them achieve their business and life goals. She has a passion for helping others to tap into their hearts and minds to develop their full potential.

Genevieve's expertise is based on 15 years in the corporate sector in consulting, general management and marketing management roles. She has extensive change management experience and has led the implementation of new business ventures.

Marie Davis from Melbourne:

Marie has coached many leaders and line managers in leading major change initiatives, developing political and business acumen, enhancing individual and team performance and career and personal development.

Marie has extensive experience as a manager, organisational development consultant, personnel specialist and practising organisational psychologist.

An AnD Story (i)

Gwen McCauley, in the June, 2001 edition of Australian Business News, describes a wholistic model of leadership. Rather than the either/or differentiation between management and leadership seen in much management literature today, McCauley describes **Management Leadership and Quantum Leadership** as the two elements of leadership which are needed for organisations to succeed today.

The origins of **Management Leadership** were the **Industrial Economy** and McCauley suggests

this style of leadership is still important in today's world where fiscal efficiency and operational effectiveness continue to be essential to the health of an organisation. **Knowing** is implicit in the characteristics of Management Leadership.

However McCauley argues that Management Leadership alone is insufficient for the challenges facing business today. To produce results in the future-orientated world of the **Knowledge Economy**, she proposes **Quantum Leadership** with **discovering** at its core.

Like the yin and yang in Eastern spiritual tradition, McCauley sees Management and Quantum Leadership as the two essential elements of leadership. We have all acquired the **knowing** of **Management Leadership**, the challenge now is to hone the **discovering** of **Quantum Leadership**. McCauley (www.australianbusiness.com.au):

We must develop the skills of Quantum Leadership. Inherent in taking on this challenge is getting comfortable with moving away from the need to always have the right answer; to expose our unknowing publicly; and to share our growth to others. Quantum Leadership demands high levels of emotional intelligence.

AnD - this is where leadership coaching can help!

An AnD Story (ii)

In the April 13 Good Weekend, Richard Neville explored the hypocrisy of the Bush Administration post September 11. However the piece ended on a positive note and a closing paragraph about an interdependent model of globalisation. Neville:

... there is another, compassionate America, which yearns to share its good fortune and break the psychic gridlock of us/them, good/evil

The promise of globalisation is a shared destiny of nations working together to minimise conflict and poverty, restore ecosystems, reduce emissions, ban arms trafficking and thrash out an evolving agenda of ethics and fairness to which all can be a party, especially the strong. Its deeper meaning is a belated awareness that we are all connected - and connected in a deeper way than the choice of being with America or against America, of being either a target market, or a target. (www.richardneville.com)