

Value Adding # 24



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January - March 2000

Kate Ramsay and Des Ryan welcome you to AnD Consulting's newsletter.

In **Learning Moments** Des explores Social Darwinism and the economic rationalist mindset. **Did You Know?** announces the winner of AnD Consulting's Name the Property Competition and, to welcome the new year, we feature **Living with Vision** with testimonials from clients who have gained value from visioning their way into this century.

Learning Moments

Just recently I was thinking about Social Darwinism - the belief in the survival of the fittest of the human race - being an anachronism. Social Darwinism has homo sapiens at the top of the food chain and the 'fittest' of us at the top of that pile (hierarchy).

Economic rationalists are the agents of Social Darwinism. They tell us what are the 'right' things to do as though they know what is going on. They love conformity, have an either/or mindset, support the status quo and use such sayings as, "If it's not broken, don't change it" and "If you can't measure it, you can't manage it".

To survive in our current world we need an and/both mindset by accepting that we can continue to manipulate the 'things' of life and by shifting our thinking to enable us to fully understand, accept and relate effectively with each other as 'human beings' not just as 'human doings'.

Leaders understand this. They are emotionally intelligent, embrace diversity and invent meaning as they go along. They can do this by having a vision and the courage to live in ways consistent with this vision. This is a hard and lonely journey which is why leaders need a network of supportive people whom they trust and who trust them.

The vision of AnD Consulting is to support leaders.

Did You Know?

Before announcing the winner of AnD Consulting's Name the Property Competition and the property's name we would like to explain why the winning entry is not the name we have chosen for the property.

In the process of responding to the entries, the 'Panel of Judges' (that is, Kate, Des and a colleague) realised that we wanted to choose a word with local relevance. And, given none of the people who sent entries are familiar with the region, this was an impossible ask! To resolve the dilemma we then faced, we created an and solution by making the winner of the competition the one whose entry we liked best and naming the property ourselves!

So, we are delighted to announce that the winner of the Name the Property Competition is Katie Spearritt of Hewlett Packard with her entry 'Villa Etude' (French for learning). And we are also delighted to announce that we have named the property Byrongerry (because we are in the Byron Shire near the village of Goonengerry).

Katie's prize is a Leader's Retreat at Byrongerry consisting of three nights accommodation, two Leadership Coaching sessions and plenty of time for reflection, a dip in the spa pool and a bush walk. Congratulations Katie!

To whet Katie's appetite (and maybe yours too!) here is a testimonial from Kathleen Jordan of KJES who had a Leader's Retreat last August:

The feeling of openness, the natural light at all times of the day and night ... I willed myself to stay awake the first night to watch the moon cavorting with the clouds. A wonderful place for my own personal journey. The leadership coaching sessions were, as always, inspirational. I feel clear about my direction and so very optimistic.



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PO Box 74 Federal NSW 2480
Phone: 02 6684 9100 Fax: 02 6684 9112
Mobile: 0418 164 260 Home: 02 6684 9362
email: and@spot.com.au

LIVING WITH VISION

From Mark Thomas, a successful computer consultant, who is now following his dreams of filmmaking, publishing and staying out of suits:

It is over a year since I did some visioning with Kate. At that time I would have spoken of how much I enjoyed my sessions, of the relaxed and open way in which I could discuss my life and aspirations, of the comfort in being able to acknowledge that I had not achieved what I wanted in life without feeling a failure, of the ease with which I was supported in envisioning where I wanted my life to go. And with Kate's help I managed to speak my desires and write down how I wanted my life to be.

Now, a year later, am I any closer to attaining this? Well, to my surprise, I am! Is it all Kate's doing? No, of course not. I have done it, with a fair bit of help from lots of friends along the way. But the time I spent with Kate laid down a firm basis for the progress I am now seeing in my life. It is rare that we get the time out from the rush of constant achievement to look gently at our lives with practiced assistance. Kate gave me that time and that caring assistance. My work with Kate was, I think, like the sowing of the seed. My life was the soil and the universe and I have been watering and tending the plants since then.

There are possibilities unfolding in miraculous ways, possibilities I had given up on yet I brought to light with Kate's help. Is Kate the miracle worker? No, I am and so are we all. Our own minds form the stuff of life and Kate is a master in the art of reminding us to hope again and to envision what we want.

If you feel your life is at a crossroads, or should be, or could be, then I can recommend a few hours with Kate unreservedly. She, and the AnD program, are right up there with the best!

From Deborah Pascoe who wears a suit sometimes:

When Kate helped me articulate my vision early in 1996 I had decided to resign from a corporate role at ICI and yet I had no idea what I was going to do next. My sessions with Kate helped me keep focussed and effective in the organisation I was soon to leave and gave me an anchor point for my life.

Where am I now? I have never felt better. I feel at my peak emotionally, intellectually, physically and spiritually, and yet I know there is no peak. Every day brings new joys. I am amazingly excited about the future.

I now have my own successful consultancy and am a shiatsu therapist. I work when I want to and can make an abundance of money in a three day working week. I love my work and am finding more and more opportunities to bring love and spirit to the work I do in organisations.

My vision continues to be an incredibly potent gift in my life. I am living my vision and the beauty of my vision is its infinite potentiality. Because so much is possible within my vision it will continue to guide me for the rest of my life.

**Vision without action
is merely a dream.
Vision with action can
change the world!**

And from Megan Young, who never wears a suit anymore:

I created my vision in January, 1994. At that time I was living alone and was in a corporate role at Caltex Oil in Sydney. I wore suits, panyhose, make-up and high heels every day. I was feeling restless, but wasn't sure what else I wanted to do.

The process of visioning gave me permission to open my mind and 'fantasise' about what I could have with no limits. And it gave me permission to hope and believe that I may one day attain it. My vision was so different from my life then that it seemed like a 'pipe dream', yet when I pictured myself there I sensed myself at peace and fulfilled.

Where am I now? Well, my life sure is close to my vision! I live in beautiful Byron Bay. I have a lover who is my best friend, a small circle of supportive friends and I am moving towards a more flexible working life with a focus on ecological sustainability.

I do not strive to live my vision, rather my vision provides a check-in to how good my life can be. I want my life to be fabulous. Where it is not, I let go of situations that are second rate and make room for situations closer to my ideal. And each time I do this I move towards that feeling of peace and fulfillment which I sensed in my vision back in '94.



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