

October - December 2000

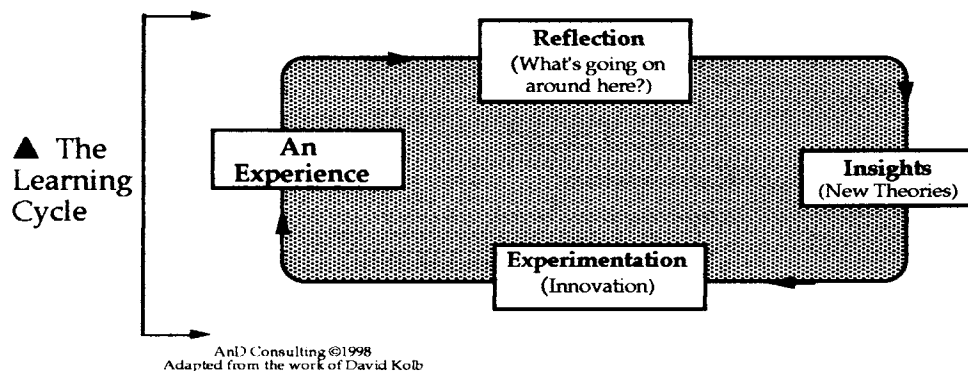
Kate Ramsay and Des Ryan welcome you to AnD Consulting's newsletter. It comes with a postcard promoting our Learning Retreat - look us up on our website or, better still, come and see for yourself!

In **Learning Moments** Des explores the nature of choice and in **Did You Know?** we describe how our Learning Retreat works in practise. This edition's **And Story** explores some of the paradoxes involved in being a leader and **A Good Read** recommends a text in which His Holiness the Dalai Lama shares his belief that the purpose of existence is happiness.

about Community, Learning and Training, Leadership, Appropriateness and Hierarchical and Situational Logic. I am now thinking that all these concepts stem from choice and that we can only make appropriate 'upstream' choices in relation to each of them through reflection.

Using an action learning approach (see model), And Consulting supports learners to reflect on their experiences, and from the insights which result, to make 'upstream' choices to experiment with innovations appropriate to their vision.

Action Learning Map



Did You Know?

We thought it was time to describe some of the logistical aspects of a Learning Retreat at Byrongerry:

Who's it for?

A Learning Retreat is for anyone wanting to take some time out from their busy world to reflect on how they're doing in relation to their purpose. We cater for either individuals or couples wanting to share some reflection time.

Timeframe:

We recommend a minimum stay of three nights.

How do you get here?

Ansett and Qantas both have regular flights from Sydney to Ballina and that leg of your journey uses only 9,000 frequent flyer points return. You can also fly into Lismore and Coolangatta. We collect you from and deliver you back to the airport. Or, if you choose to combine your visit with some time in Byron Bay, we deliver you there. If you drive, we are about two and a half hours from Brisbane and ten hours from Sydney.

What happens at the Learning Retreat?

You will be accommodated in Cloud House, a self

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Phone: 02 6684 9100 Fax: 02 6684 9112

Mobile: 0418 164 260

Email: and@spot.com.au

Website: www.bayweb.com.au/learningretreat

Learning Moments

Des writes: Recently, I was thinking about choice and how it seems necessary to go 'upstream' to understand the business of conscious choice.

Take the situation of when we visit a supermarket. We are bombarded by choice. But are we? Surely the real choice was the 'upstream' decision to go to the supermarket in the first place.

Maybe Descartes belief of "I think therefore I am" might be reframed as "I choose therefore I am" because to me the new godhead is not God or material success but choice. That's how serious these rambling reflections about choice are to me.

In previous editions I have written on my thoughts

contained studio decorated in a Balinese style. The kitchenette will be stocked with healthy goodies for breakfast and lunch at your leisure.

Each day you will have a coaching session for about two hours and this can be either a Leadership, Vision or Shared Meaning session. The rest of your time can be spent enjoying a bush walk, a soak in the hot tub, a massage, a browse through our book collection and time to just be as you survey the bush and rainforest from the deck of Cloud House.

What if I'm an active person?

We can organise surfing, fishing and sailing for you on demand.

What does the Learning Retreat cost?

Price on application. Included are airport transfers, all meals, liquid refreshments and accommodation. (Massages, other activities and extra coaching sessions are additional.) This is a fully tax deductible expense and we provide a schedule of your stay for taxation purposes.

Here's what Margaret and John Wood, Directors of Transforma in Adelaide, had to say about their stay in Cloud House:

The trees, flowers, insects and architecture are all thought provoking without being threatening. You certainly have an environment which is conducive to reflective thought and this, combined with the charm of your company, made for a wonderful experience.

An AnD Story

Living an 'and' life in a culture which has conditioned us to view the world through an 'either/or' lens is hard and it is particularly challenging for those of us who are leaders in the current business environment.

We have so much we must manage - the technology, the sales targets, the budget, the allocation of resources, indeed every aspect of the bottom line needs managing.

And, we must also take off our manager hat and be an effective leader of our team - communicating our vision, collaborating on strategy, inspiring and being there for people

when things get tough.

As well as facing the complexities involved in being a manager and a leader, Paul A. L. Evans, in the July 2000 edition of Executive Excellence suggests that, even with our leadership hat firmly on our head, we face paradoxes as leaders. Evans writes:

I see many paradoxes of leadership: To build a close relationship with your staff and to keep a suitable distance; to lead and to hold yourself in the background; to trust your staff and to keep an eye on what is happening; to be tolerant and to know how you want things to function; to keep your goals in mind and to be loyal to the whole firm; to do a good job of planning your time and to be flexible with your schedule; to freely express your own views and to be diplomatic; to be a visionary and to keep your feet on the ground; to be dynamic and to be reflective; to be sure of yourself and to be humble.

When you find yourself feeling confused about the most appropriate 'upstream' choice to be making as a leader, reflecting on these 'and' options might help.

A Good Read

Kate writes: Do you, like me, find that the appropriate book shows up at just the right time? This happened for me with The Art of Happiness - A Handbook for Living by His Holiness the Dalai Lama and Howard C. Cutler, M.D. (Hodder 1998).

I bought the book some time ago and had left it unopened by my bed. Then one morning recently I woke in one of those spaces in which the shine had gone from my world as I burdened myself with thoughts about the GST and whether my super would see me through. I opened The Art of Happiness and it was the tonic I needed to re-frame how I was viewing my world.

The Dalai Lama tells me that the purpose of life is happiness and that the steps to happiness involve eliminating factors which lead to suffering and cultivating those which lead to happiness.

As it says on the back cover of the book:
Through meditations (and) stories...the Dalai Lama shows us how to defeat day-to-day depression, anxiety, anger, jealousy, or just an ordinary bad mood.

It sure did that for me!

