

# Value

# Adding #31



Enjoyable business partnerships

January- April 2002

Welcome to the first edition of AnD Consulting's newsletter for 2002, and may the year ahead be a happy and fulfilling one for all our readers.

In this edition, in **Learning Moments** Des explores acceptance. In **Did You Know?** Kate gives an update on how AnD Consulting looks at the start of 2002 and a case study which illustrates the new look AnD in action. **A Good Read** names two quite different texts both siting the need for personal and organisational transformation in our current world.

## Learning Moments

Des Ryan writes: Recently, I was thinking about interdependence and how difficult it was to speak and live like that. You see I think this is the new way forward. If you can give up belief in anybody but self and take on a interdependent epistemology.

I was raised in what I call the hierarchical paradigm. (My regular readers will know that I am a product of the Christian Brothers!) I was conditioned to believe that I and my opinions were right and that other opinions were wrong.

I have been reflecting on what 'woke me up', what was the catalyst which forced me to decide to view myself and others differently and pursue a win/win way of being. As I reflected on what went wrong and what I needed to do as a result, I realised that we needed a new framwwork (an epistemology) to work with. Something that supported the situaton as well as the universal.

For me to move to a place of self acceptance and acceptance of others has required a shift of thought to what I call the paradigm of choice. Now I choose a belief that says I am worthwhile and other people are OK, just different from me!

## Did You Know?

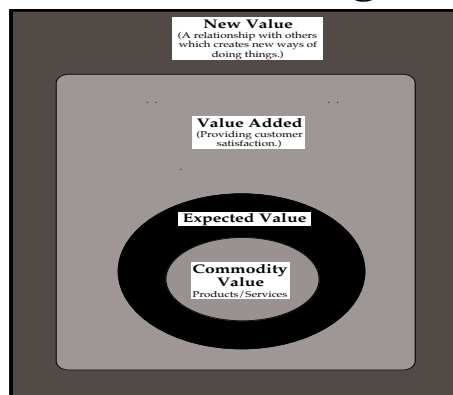
### i An AnD Consulting Update

AnD Consulting is in business to support learning and to help leaders create organisations which value people and the bottom line.

Kate Ramsay writes:

During 2001 twelve independently employed people invested in learning the AnD Leadership Coaching methodology and are now accredited AnD coaches. So AnD Consulting is now a virtual organisation of interdependent coaches.

## Value Adding



In 2002 I shall continue to service long term coaching clients, while matching and referring new clients to the most appropriate AnD coach. I shall also be taking a lead in sustaining client relationships and providing support to the AnD coaches.

So, as explained in Value Adding # 30, the expected value of AnD Consulting remains the same - a tried and true approach to coaching which works. The value add for AnD's customers is diversity.

One outcome of the new look AnD is that I shall be travelling less in 2002 and the good news for AnD's customers about this is that there will be more time to welcome Learning Retreat guests to Byrongerry.

So, check out our website and book your circuit breaker retreat in the beautiful Byron Shire for some time this year! We are are at: [www.bayweb.com.au/learningretreat](http://www.bayweb.com.au/learningretreat)

And from the next edition of Value Adding there will be a regular slot called **Meet the AnD Coaches** - so watch this space!

## Did You Know?

### ii A Case Study of the AnD Team in Action

Kate writes: In mid 2001, Helen Zimmerman, MD of acl, rang me. (acl is a business of some 330 people which provides English language education and training programs). Helen's brief was help with identifying organisational and individual issues which will enable the ongoing effectiveness of the middle management team at acl during a time of rapid growth for the business.

Wow! I thought, here is an organisation which truly walks the talk of supporting its people! Then my next thought was wow! again - this could be a project for the newly formed AnD team! So, having negotiated a collaborative approach with the MD, I got on the phone and invited Jan Roberts, a colleague and AnD Coach, to co-lead the project.

The first two stages of the project of interviewing the senior team and middle managers and writing a report of findings, played to Jan's strengths.

Stage three, Jan and I co-facilitating a workshop for the middle managers at which these findings were brought alive, played to both our strengths. A presentation by the middle managers to some of the acl senior team ended this workshop.

Then, while the senior team took responsibility for the organisational issues needing to be addressed, the fourth stage of the project played to my strengths - coaching sessions for the middle managers to support them in addressing the things they needed to change for themselves. Back on the phone, and four coaches received their first AnD referrals to coach a contract of sessions to a number of managers each. Prior to beginning, Jan met with the other coaches for a breakfast briefing about acl and the project so far. As we go to press, the coaching is still under way and the feedback so far is glowing.

It will be my role to close the loop at the end of the coaching sessions by giving collective feedback to the acl senior team.

The members of the AnD team are loving this experience of collaboration and the value add is that we believe we are contributing to making a positive difference at acl as well!

## A Good Read

As we reflect on 2001 as a year of corporate downsizing, environmental degradation and the so called 'War on Terrorism', and the grave consequences of each worldwide; and, as we ponder the opportunities of a new year to do things differently, these two texts give food for thought.

### i The Dalai Lama's Book of Transformation

In this little booklet His Holiness the Dalai Lama shows us practical ways to transform our hearts and minds and create the happiness we seek.

In the section Transforming Through Altruism, the Dalai Lama speaks of the personal value we can get from showing compassion to others. He says:

*The more I think of helping others, and the stronger my feeling for taking care of others becomes, the more benefit I reap myself. That is quite extraordinary.*

### ii Resurgence Magazine - an international forum for ecological and spiritual thinking

May/June 2001 Edition No 206 (03-6234 5566)

In an essay called Global Problems, Local Solutions, Wendell Berry, a farmer, poet and novelist has some scathing things to say about the impact of globalisation on communities and the environment. Berry writes:

*And so we have before us the spectacle of unprecedented "prosperity" and "economic growth" in a land of degraded farms, forest, ecosystems and watersheds, polluted air, failing families and perishing communities. This moral and economic absurdity exists for the sake of the allegedly "free" market, the single principles of which is this: commodities will be produced wherever they can be produced at the lowest cost, and consumed wherever they will bring the highest price. ....*

*....But the "free market" idea introduces into government a sanction of an inequality that is not implicit in any idea of democratic liberty; namely that the "free market" is freest to those who have most money, and is not free at all to those with little or no money.*

May 2002 be the year in which we seek transformation through altruism. And a year in which our leaders make the paradigm shift of thought which will mean they choose to lead for Triple Bottom Line results of profit and social justice and environmental sustainability.