

Value Adding #34



January - April 2003

Kate Ramsay wishes you a wonderful 2003 and welcomes you to AnD's first newsletter for the year.

In this edition, **Learning Moments** explores a radio interview with Albert Ellis - the founder of Rational Emotive Behaviour Therapy. **Did You Know?** announces AnD Consulting's hot off the press (if that's possible in cyberspace!) website, announces AnD's renewed presence in Brisbane and the Gold Coast and quotes a testimonial from a recent Learning Retreat client. In **Meet the AnD Coaches** you will meet two more of AnD's associate coaches and this edition's **AnD Story** comes from a Sydney Morning Herald article on multiculturalism. A **Good Read** recommends Philip Simmons' book Learning to Fall.

Learning Moments

It was a steamy afternoon during the recent summer break that I realised Radio National was replaying an interview Phillip Adams had done with the 86 year old psychologist Albert Ellis during the 2002 Late Night Live series. Because I have been using Ellis' work in my coaching for many years, I aroused myself from my afternoon siesta and listened keenly to this wise old man as he talked about the basics of his Rational Emotive Behaviour Therapy.

Many of you will have met, and hopefully even gained value from, an AnD tool called the "Slipped DISC - a strategy for changing self-limiting messages to positive thinking". The purpose of this tool is to help increase self confidence by doing exactly what its name suggests - challenging our negative thinking in order to develop a positive mindset. The source of this tool is the work of Ellis which I choose to call Rational Emotive Behaviour Learning.

Ellis introduced the listener to two new words in this interview when he said that what happens in certain situations in our lives is that we "awfulise" what's going on and in so doing make ourselves feel miserable; further, that the sources of our "awfulising" are three "musterbations" that we carry around. The first musterbation is that we must be happy and well thought of all of the time, the second, that those around us must think like us and cooperate with us all of the time, and the third, that our society, our culture, our economy and our ecology must always work in our favour.

Ellis explained that what happens when one of our "musterbations" is challenged, for example when someone gives us some negative feedback, is that we "awfulise" this experience and end up feeling rotten about ourselves and blaming of the other.

The Slipped DISC, which is probably the most well used tool in the resource kits of we AnD Coaches, helps us challenge our "musterbations" and in so doing helps free us from feeling bad, and, with more positive feelings in place, we can commit to actions which will lead to the outcomes we desire.

Thankyou Albert Ellis, the sound of your words might grate, or amuse, but their meaning sure is helpful!

Did You Know?

(i) The AnD Website

AnD Consulting specialises in coaching leaders, be they upper case 'L' leaders, leading an organisation or team, or lower case 'l' leaders, people who are choosing to take responsibility for their own lives. These are the opening lines of our transformed website. Look us up soon to discover more about AnD's philosophy, services and the AnD Coaching Team. It's at www.andconsulting.org.

(ii) AnD is back in Brisbane and the Gold Coast

Megan Young, an AnD Coach residing in the Byron Shire, has commenced regular trips to Brisbane and the Gold Coast to service AnD's Queensland clients. So, if those of you 'down south' reading this have branch offices in either of these spots, give us a call to arrange for your 'up north' team members to receive some coaching support.

(iii) Learning Retreat Testimonial

Having had several couples and lots of women on their own, we've now had our first sole male attend a Learning Retreat at Byrongserry.

Bryan Pearson, General Manager of the Berlei Group, had this to say about his Learning Retreat

I came to beautiful Byrongserry not knowing what to expect but knowing I needed some help as life's journey for me had stalled. I leave with 'my plan' and for the first time some

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real understanding about where I'm going and what it's all about. My confidence and commitment to all aspects of my life has been re-ignited.

Kate, your guidance and ideas were superb and I look forward to our ongoing monthly catch ups. Des, I enjoyed your company and your fine taste in red wine. Nick, our chats and daily adventures to the beach were a real bonus.

Special place, special people - thankyou!!

(A value add for Bryan was that Des' son Nick took him surfing each morning of his stay.)

If you'd like to take some time out to reflect on how to maximise the coming year in the context of your vision, email me soon on kate@andconsulting.org.

Meet the AnD Coaches

AnD Consulting is an organisation of associate coaches in Sydney, Melbourne, Adelaide and the Byron Shire. In this edition you meet:

Lisa Doherty from Sydney:

Lisa brings to coaching a wealth of experience from working within organisations and as a consultant in a variety of areas, in particular change management and learning and development. She works with people on a one to one basis and through designing and facilitating workshops.

Lisa is completing post graduate studies in counselling and psychology, and with a young family understands the challenges of balancing work and family. She combines her experience, studies, interest in people and her warm and enthusiastic style to provide a rewarding coaching experience for clients.

Megan Young from the Byron Shire:

Megan's diverse background means she brings a broad range of personal and professional experiences to her role as a Leadership and Vision Coach.

During the 1990's Megan was a Sydney based leader in the area of implementing employment practices which value diversity and work/life balance. Since relocating to Northern NSW in 1995, she has been coaching and consulting to individuals and business with a focus on assisting those wanting to live a more rewarding and balanced life.

Having initiated major life changes herself, Megan understands the challenges we face when we choose to live with integrity and live our fullest life. She believes we each have our unique 'song to sing' and she enjoys coaching others to 'sing' theirs.

An AnD Story

Andrew Stevenson, in an article in the January 11/12 Sydney Morning Herald headed The Word that Built a Nation explores the historical use of the word 'tolerance' in relation to multiculturalism in Australia and suggests that we are now mature enough as a nation for a shift from just 'tolerating' to 'accepting' others. Stevenson:

Acceptance does not mean pretending our problems away or imagining there are no inherent inconveniences or frustrations in establishing a multicultural community. ... Instead, acceptance offers the chance to deal with the difference upfront: The way you imagine and live your life is different to mine but I accept it and, in accepting it, I accept you.

In so doing we can together, create something better than each of us could possibly achieve alone. Let's put up with each other no more and instead go boldly forth and enjoy the fruits of a diverse, multi-ethnic, multiracial community.

Without using the term, Stevenson is inviting we Aussies of diverse colours and creeds to adopt an 'And/Both' mindset and in so doing, enjoy the rich benefits to be had.

A Good Read

Philip Simmons, the author of Learning to Fall (Hodder Australia 2002) was a U.S. academic teaching english and creative writing until he was afflicted with motor neurone disease.

Learning to Fall is a series of essays which combine on the one hand, Simmons' daily life with his wife and two young children, the changing seasons in their semi-rural life and the challenges he faces as he becomes increasingly more disabled, and on the other, profound yet simple messages about the human condition. The title is both literal because, during the writing of this book Simmons is losing the capacity to walk, and metaphorical because, for each of us life presents many falls, varying from falling in love to falling from grace.

This might sound like it's a morbid read. Far from it. Simmons accessible writing style, his capacity to create a real sense of place in each essay and his determination not to moralise or provide the dot points of a 'how to' manual, frees the reader to gain from his book our own insights and from these to make our own conclusions.

Learning to Fall was sent to me by a dear friend. It provided great solace to my partner Des and me, given he, like Simmons, has had to literally learn to fall since also being afflicted with a neurological disease. However it is also a book which has much to say in a metaphorical sense to we able bodied folk as we stumble along from one of life's challenges to the next.