

# VALUE ADDING

*How coaching adds value to business and life!*

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Kate Ramsay and the AnD Coaches welcome you to AnD Consulting's staying in touch newsletter.

In **Learning Moments** we refer to the work of Dr Julian Lippi to explore the transformative potential of coaching. In **Did You Know?** we introduce you to new documents which describe AnD's four core coaching services and we announce an addition to AnD's website. Next you will **Meet the AnD Coaches**, then in **An AnD Story** Kate shares a personal story to illustrate the potential of an 'and' approach. To conclude, in **The Power of Vision** you can read a testimonial from an AnD Learning Retreat client.

## Learning Moments

In Value Adding #40 we explored transformational leadership. This time we touch on the research of Dr Julian Lippi to explore how the one-on-one learning relationship can influence leaders to change in deep, transformative ways.

Julian, a friend and colleague of Kate's, was awarded a Doctor of Philosophy at RMIT University in 2004 for his thesis, *Doing, Knowing and Being – Bringing Athena out of the shadow to illuminate the mentoring archetype and to guide practice*.

He began his research asking 'What is the nature of the mentoring relationship?' hoping to discover what the mentor **does** to help learning happen. He researched the literature and thought about his own and heard others' mentoring stories. Eventually, he found that his data was indicating how a mentor needs to **be** for deep inner change (transformation) to occur. The trigger was reading Homer's epic poem *The Odyssey*, claimed by many to be the genesis of the word 'mentor' via the story of the goddess Athena taking on Mentor's form to give advice, encouragement and guidance to Odysseus' son Telemachus.

Julian found that Athena took on the form of Mentor only once. The rest of the time she did the

mentoring herself (in one form or another). Inspired by the 'real' story to the birth of mentoring, Julian differentiated *Athenic Mentoring* – facilitating the transformation of a person's **being** – from other one-on-one processes that help develop a person's **knowing** and their **doing**.

What Julian calls *Athenic Mentoring* we at AnD call *Leadership Coaching*, and his research has validated our belief that something magical can happen in the one-on-one learning relationship, whatever it is called. This might not happen at the time of the session, or even immediately afterwards. It is difficult, indeed often impossible, to quantify, and can influence a significant change for the client when it does occur.

**An example:** Having just finished reading Julian's work, Kate was coaching a client she had not seen for two months. She noticed he looked different – he seemed to have a new bounce in his step. In the review stage of the session the client proudly told her how, because of what he had taken from the previous session, he had used a tough situation with his manager as a learning opportunity rather than doing his usual thing of beating himself up. He also told her how, to his surprise, he had been feeling more confident in his interactions with others as well. Kate could hardly contain her excitement – this man had made a transformative shift which was why he looked different!

Congratulations, Julian, on a superb piece of work and thank you. Your long and hard research journey will inform others' one-on-one practice in important ways. And we at AnD are thrilled that, thanks to your thesis, there is now Australian research at a PhD level on the transformative rather than just the skill-building potential of the one-on-one learning relationship.

P.S. This article has only just skimmed the surface of a very rich read. Kate is privileged to have a signed copy of Julian's thesis – give her a call if you would like to borrow it.

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## Did You Know?

### • New AnD Documents

Kate writes:

AnD Consulting is in business to support leaders through our services of Leadership, Vision, Learning Group and Entrepreneur Coaching. Midway through last year I realised that referring people to our website to find out what we do was not sufficient. We also needed one-page documents that we could give to current and prospective clients that describe these four core services in a concise and accessible way.

While writing the documents I was reminded of the saying 'If I'd had more time I would have written you a shorter letter' because I found that describing what we do in one page was a tough ask. After over ten drafts and much editing help, I hope that you our readers conclude that the attached documents have fulfilled the brief.

### • A Value Add to the Website

At last after much technical help from the Bush Team and Julian Lippi (yes the same one – he's a talented guy!) past editions of the Value Adding newsletter are now on our website at [www.andconsulting.org](http://www.andconsulting.org). For those of you into history, these record our ongoing reflections and discoveries about leadership and learning and the journey of AnD since its inception in 1994.

## Meet the AnD Coaches

Following a restructure of AnD Consulting we are now a group of twelve – eleven Associate Coaches based in Adelaide, Melbourne, Sydney, Canberra and Brisbane and Kate Ramsay, the Managing Director and lead coach, based in northern NSW, with regular commutes to see her city based clients and support the accredited AnD coaches.

## An AnD Story

Kate writes:

AnD Consulting is named to represent an and/both way of thinking and being and the reason we choose to tell AnD stories in this newsletter is that it can be hard for our western minds – so conditioned in an either/or way – to get our heads around what an and/both way looks like in action.

This edition's story is a deeply personal one that

illustrates the limitations of either/or and the possibilities of and/both, while bringing our long-term readers up to date with how Des Ryan (my partner in life and business) is going.

Des has a rare and fatal neurological degenerative condition and is now in full time care in a nursing home near Byron Bay. Because of problems swallowing, he has a feeding tube on his abdomen through which he is fed formula into his stomach.

Prior to having this procedure done I promised Des that the tube would not stop him enjoying flavours – it would just mean that he no longer had to rely on oral intake for nourishment. To my horror, when Des was discharged from hospital after the procedure, the medical order was 'Nil Orally' because of the risk of food or fluid getting into his lungs. I tried to negotiate a change in this ruling with the staff at his nursing home by explaining that Des and I have been weighing up risks to him versus his quality of life for a long time, but to no avail - I was unable to shift the either/or mindset of western medicine.

So now – when Des feels like something tasty – I sneak in some soft food and spoon tiny amounts into his mouth **and** he gets nourished from his tube feeds – a perfect and/both solution we believe!

## The Power of Vision

Anne Skipper AM, an Adelaide based woman with a portfolio of coaching, mentoring and board responsibilities, had this to say about her last Learning Retreat at which she re-visited her vision:

*Another wonderful stay in paradise – Byrongerry! I am returning home inspired, enriched and truly re-connected with my vision and passion and that is, to practice 'being'.*

*Kate it is always a delight to share time with you, and your insights, generosity and wisdom are what make you so 'special' as a coach and friend. I missed Des' insightful smiles, although he was definitely here in spirit! Until next time- thankyou!*

Give yourself a break! Call Kate on 0418 164 260 to book a Learning Retreat at which you too can clarify your vision while enjoying some time out.