

# VALUE ADDING

*How coaching adds value to business and life!*

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Kate Ramsay and the AnD Coaching Team wish you all the very best for 2004 and welcome you to AnD's newsletter which, from this edition, is a Word document which will feature on our website.

In this edition in **Learning Moments** Megan Young explores the supports and barriers to living your vision. **Did You Know?** celebrates AnD's 10<sup>th</sup> birthday and announces a new product. In **Meet the AnD Coaches** you will meet a new, Canberra based, member of the AnD Coaching Team and read testimonials about the good work of two others in the team. The **AnD Story** in this edition is a delightful poem.

## Learning Moments

Megan writes: I began living my life with vision after doing AnD's Visionary process back in 1994. This was the beginning of the re-invention of myself and my life. It has not been a straight road, more a meandering path strewn with the odd boulder and debris to navigate, and crossroads where choices needed to be made.

Some of the factors that have supported me along the way have been; remembering to listen to my deep knowing and my logic, staying open to all possibilities, recognising and seizing synchronous opportunities, celebrating milestones and remembering to enjoy the unfolding journey. Whilst challenging at times I have found this to be a deeply rewarding and enlivening experience. In the words of Joseph Campbell 'I only wanted to do what made sense to my interior. I don't see how one can live otherwise'.

A part of my re-invention, ten years on, sees me as an accredited AnD Vision Coach myself. And, because I had been wondering whether my vision journey was unique, we recently asked others who have done the AnD Visionary process what has supported them, and what their barriers have been, in living their vision. We learned that their barriers included procrastination, self doubt, fear, trying to get there too quickly and not being able to see their vision clearly enough. Conversely they said that they were supported by having their vision clearly articulated, by sustaining the passion for their vision and by continuing to trust themselves. Looks like I am not alone!

Supporting our clients to articulate and live their vision is central to AnD's work from a belief that visionary

people become leaders as their vision resonates with those around them. We all inherit a vision from our parents, our education and our social conditioning, but for many of us this no longer motivates, or is appropriate to our current circumstances. A vision provides a future possibility that is different from our current state and our focus on it draws us toward this.

Quantum physics shows that our consciousness shapes our physical reality. Back in 1930, physicist Sir James Jeans noted that '...the universe begins to look more like a great thought than a great machine'. The path of living with vision begins as a 'great thought' through the creation of a clear picture in our mind. It then involves focus, challenging the status quo, initiating change, learning, living fully in the present, releasing self doubt and limiting beliefs, taking action one step at a time and not being afraid to seek support along the way.

I have learned that when our vision comes from our heart and soul as well as our head it provides the possibility of creating our life and our world as we would like it to be. If you are yearning a life that is more like you really want it to be, look at our website or ring me on 0424 002 636 or Kate on 0418 164 260.

## Did You Know?

Kate writes: AnD Consulting turned 10 on January 4! On January 4, 1994, my partner Des Ryan and I registered the business with the vision of supporting leaders through Leadership Coaching. Since then we have added Vision Coaching and Learning Group Coaching to our services and are now excited to announce the launch of Entrepreneur Coaching.

In Australia the term entrepreneur tends to be used to describe venture capitalists – people who risk big dollars in order to make even bigger dollars. We are using a more expansive definition of the term, describing an entrepreneur as "anyone in business who thinks outside the square in order to keep adding new value to their customers".

We believe that entrepreneurship is an essential quality of leadership and we already coach our corporate Leadership Coaching clients on entrepreneurial issues. We are targeting Entrepreneur Coaching at people in small to medium sized enterprises with the proposition

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of regular time out to enable those whacky ideas that have been percolating inside to surface and form, so that they can keep delighting their current customers, and grow into new markets if they so desire.

The launch of Entrepreneur Coaching feels like an honouring of the life and work of Des Ryan. As our long term readers know, Des was an entrepreneur ahead of his time who has spent most of his life living outside the traditional square. He coached his clients on the importance of innovation, innovation and more innovation, and, although he is now severely disabled with a rare neurological condition, Des remains interested in the business and an inspiration to we active members of the AnD Team.

In bringing Entrepreneur Coaching onto the market our vision is to contribute to innovation in this country by supporting entrepreneurs to be all that they can be. To learn more, email Kate or ring her on 0418 164 260.

### Meet the AnD Coaches

The AnD Coaching Team is represented in Sydney, Melbourne, Adelaide, Brisbane and Northern NSW and, since late last year, in Canberra too. In this edition you meet our new, Canberra based, member:

### Marilyn Hatton

Marilyn is a leadership coach who is committed to helping energize men and women to gain greater productivity and fulfilment both in their professional and personal lives. She has extensive experience in public sector learning and development at an organisational and individual level. Marilyn has a Bachelor's Degree in Applied Science and a Master's Degree in Gender Studies from the Australian National University and above all, she is warm, perceptive, supportive, challenging and enthusiastic.

### Testimonials

All members of the AnD Coaching Team are accredited in AnD's Coach the Coach in Leadership Coaching process. Some are also accredited in Vision, Learning Group and Entrepreneur Coaching.

Here is what a client had to say about Leadership Coaching with Marie Davis:

*I found the coaching to be very beneficial and tailored to my specific needs. It provided me with additional skills to manage my large diverse team, and it gave me a high level of support during a difficult transition. My coaching gave me the opportunity to review and plan necessary actions each month which ensured that key issues were not neglected. I have already recommended coaching to four colleagues.*

And here is what another client had to say about Vision Coaching with Lisa Doherty:

*I am now clearer on the direction I want to take in my career. I understand my core values and how these impact on how I work and what environments I prefer to work in. I liked how I knew where we were headed in the process and I enjoyed the support and encouragement to action my goals.*

### An AnD Story

Denise Dyer is, among many things, CEO of The Humour Foundation - Clown Doctors and a gifted poet. She writes poetry as her spirit moves her as a way of expressing her experiences, her observations and her reflections in life.

In 2002 Denise wrote a poem called and and, knowing that AnD Consulting is named to represent the philosophy of an inclusive (and/both) way of being, she sent it to Kate Ramsay as a birthday gift in 2003. Here it is:

*Left and right  
Black and white  
Male and female  
Factual and tale*

*It's not an either or place  
For and is actually the base  
We need not choose between all the time  
We can have reason and we can have rhyme*

*You can be this and you can be that  
Today the child behaves like an angel  
and  
tomorrow like a brat*

*There's a whole world of and out there  
This morning it can be raining  
and  
this afternoon clear  
No need to limit the possibility  
To rule out half of what can also be*

*Try that and this, consider a and b  
Rather than but, try and, allow space for c and d  
What freedom and love you might encounter  
in this non divisory land  
You and me, hand in hand,  
and...*

Denise has published a book of poems called A Pathway HOME. For more information you can contact her on [simpleharmony@ozemail.com.au](mailto:simpleharmony@ozemail.com.au) or 0414 947 194.