

VALUE ADDING

How coaching adds value to business and life!

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KATE RAMSAY AND THE AnD COACHES WELCOME YOU TO OUR STAYING IN TOUCH NEWSLETTER. Slow learning is the topic in the **Learning Moments** section of this edition. In **Did You Know?** we announce the new look of AnD Consulting and cite a testimonial from a Learning Retreat client. In **Meet the AnD Coaches** we introduce you to the newest AnD Associate Coach. And the **AnD Story** in this edition is taken from the ancient Chinese text of the Tao Teh Ching.

LEARNING MOMENTS

Kate writes: "Don't just do something, stand there," is the reversal of a saying intended to mobilise the listener. I find this reversed form a catchy way to remind me that, for learning to happen, I must take the time to stop and be still.

First, what is learning?

In our coaching we AnD Coaches facilitate learning conversations using David Kolb's four staged cycle of Experience/Reflection/Insight and Experimentation as the core of our methodology. We hope that the value gained from this learning process helps our clients understand that, to be learning leaders, they need to commit to their own regular reflective practice as well as to that which takes place in the coaching setting.

Claxton's description of learning is informative. On page 18 of **Hare Brain Tortoise Mind** (Fourth Estate, GB 1998) he makes the link between 'knowing' and 'learning' and shows where 'intelligence' fits into the learning process:

'Knowing' is a state in which useful patterns in the world have been registered, and can be used to guide future action. 'Learning' is the activity whereby these patterns are detected. And at this level, 'intelligence' refers to the resources that make learning, and therefore knowing, possible.

Next, what is slow learning? If we accept that learning is indeed an activity in which 'patterns are detected', we must accept that it is essential to take regular time out to 'just stand there' in order for these patterns to form, rather than thinking we can learn

by just doing things all over the place.

Claxton describes this process of 'just standing there' as 'slow seeing' and suggests some ways we can achieve this. In chapter 11 of **Hare Brain Tortoise Mind**, called 'Paying Attention', he suggests four ways to help us 'see', and therefore learn, slowly:

1. **Detection** – which he describes as the habit of attending closely and patiently to the evidence at hand.
2. **Focusing on inner states** – which he describes as the ability to 'listen to the body'.
3. **Poetic sensibility** – which he describes as the ability to reset our agenda by uncovering issues and revealing our concerns, perhaps in unexpected places and in surprising ways
4. **Mindfulness** – which he describes as a way of seeing through our perceptual assumptions.

In the late 20th century we were introduced to the idea that, for organizational success to be achieved and sustained, leaders must create 'learning organizations'. This requires that all those within organizations be continual learners - by learning how to learn both individually and collectively. It also requires that leaders model continual learning by regularly taking time to 'just stand there' and reflect. This is slow learning in practise.

DID YOU KNOW?

THE NEW LOOK OF AnD CONSULTING

On March 7 in Sydney AnD Consulting's new look was launched. Friends and colleagues of AnD

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gathered at the cocktail hour to share some networking and hear our special guest, Jill Weekes, CEO of the Starlight Children's Foundation, 'wet the head' of the new look.

When the decision was made that it was time for a new image for AnD, the brief to Nighean O'Brien, Creative Director of Bush Branding & Marketing, was a 'softer more professional look while retaining the intellectual rigor' of the AnD brand. Nighean was then given an add-on brief from Greg Cromwell, the MD of Bush, for a 'soft, sexy, professorial' look. We are proud of, and delighted with, the result and we thank the creativity and expertise of the Bush Team for fulfilling this somewhat challenging brief!

You can now judge for yourself whether you believe the brief has been achieved. This newsletter is displaying the new look and attached are two documents about AnD Consulting and our core service of Leadership Coaching to further show you how the AnD brand is now represented.

LEARNING RETREAT TESTIMONIAL

Early in 2007 Virginia Johnson chose to undertake AnD's visioning process as a Learning Retreat to help her explore the next chapter of her professional journey after a long stint in a global role at Accenture. She had this to say about her experience:

My purpose in attending a Learning Retreat was to gain a clearer insight into the next stage of my professional life in a way that ensures that I maintain a balance between 'doing' and 'being'. I left with a clear vision and purpose statement and specific actions that will enable my vision to become a reality.

It was a terrific three days where I could focus on the journey ahead. The time for reflection was very beneficial and each day was capped off with an excellent meal and fine wines. What could be more perfect?

For information about a similar 'perfect' experience see www.andconsulting.org.

MEET THE AND COACHES

AnD Consulting is probably best described as a 'virtual' organization. Kate Ramsay is the MD and Lead Coach. Supporting her are ten Associate

Coaches who also have their own coaching/consulting practices. They are all accredited in AnD's Leadership Coaching methodology, and some are also accredited in AnD's Vision and Learning Group methodologies. Kate sees clients in Adelaide, Melbourne, Sydney and Brisbane and welcomes them to Learning Retreats at her home in the hills inland from Byron Bay. The Associate Coaches are based in Melbourne, Canberra, Sydney and northern NSW.

As this newsletter goes to press we are delighted to welcome our newest coach to the group - **Tina Alexander**, who is Director of Alexander Executive Coaching and is Melbourne based.

Tina brings over 20 years corporate, board membership, leadership and finance expertise to her coaching. Her unique blend of corporate savvy, strong people development and change management skills provides a sounding board against which clients can assess their preferred solutions. Tina's coaching is underpinned by a deep dedication and commitment to seeing her clients succeed. She is passionate about her work and is committed to a high quality service which exceeds expectations.

AN AND STORY

Kate writes: AnD Consulting is named to represent an and/both way of being as opposed to the either/or way that our western conditioning taught us.

I remain ever alert to examples of this idea in action. In **The Tao of Inner**, the author, Diane Dreher, quotes the Tao Teh Ching to help the reader find that elusive quality of inner peace and contentment. On page 31 is the Principle of Dynamic Balance which I found a wonderful lesson in embracing an and/both way:

Having and not having produce one another.

Difficult and easy balance each other.

Long and short complete one another.

High and low rely on one another.

Pitch and tone make harmony together.

Beginning and ending follow each other.

May you find the dynamic and/both balance in your world that will contribute to your sense of inner peace and contentment.