

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.

In **Learning Moments** you can read about balanced learning. In **Did You Know?** we introduce you to an innovative leadership development service involving horses and share feedback we have been given by some of our clients. In **Meet the AnD Coaches** we re-introduce you to the team and our **AnD Story** tells how a client was helped to take an and/both view of her world. We close with a message to Tao leaders.

LEARNING MOMENTS

Kate writes: I am slowly reading **The Tao of Inner Peace** by Diane Dreher (Harper Perennial) as part of my morning meditational reading.

The Tao uses the concepts of Yin and Yang to represent the balancing of the two polarities of life such as darkness (yin) and light (yang). On Page 101, headed Balancing Yin and Yang Dreher writes:

Both active yang and contemplative yin are essential to intelligent living. We all need moments of silent reflection or our actions would have no direction, no meaning. Conversely, without action, our thoughts cannot take form.

Kolb's learning cycle came to my mind when I read this piece by Dreher. Using Kolb's cycle we learn by first having an experience, then taking the time to reflect on it in order to gain fresh insights about it that will enable us to take action consistent with our vision and purpose. The link for me between Kolb and Dreher's *intelligent living* is in her suggestion that we need to take contemplative time to gain meaning from our actions.

If you have been coached by an AnD Coach you will know that we use Kolb's Learning Cycle as the core of our coaching methodology. Positioned in the centre of the AnD Learning Map (attached) this model reminds both the client and the coach that, for learning to take place, we need to move through the four steps of Experience / Reflection / Insight / Action. The core purpose of AnD's coaching service is to support clients with regular time out to contemplate/reflect on their issues, and from the insights gained to commit to new behaviours that will help them overcome the barriers to their living an effective (and intelligent) life.

DID YOU KNOW?

SELF-LEADERSHIP WITH HORSES

"My time with you and my time with the horses keep me on track!" declared a coaching client not long ago. This woman's "time with the horses" involves her in self-leadership sessions with Louise Kropach and her magnificent Andalusian horses.

Working with horses is now a well established leadership development process in both the USA and Europe. Louise, a skilled and experienced horsewoman, is one of the first people to be doing it in Australia. She explains:

'How you are' is 'who you are' to a horse. The beauty of working with a horse is that our behaviours can't be faked. Horses will expose our holes and inconsistencies and our true thoughts and feelings. Before a horse will willingly accept our leadership they require from us both accountability and integrity.

Through a series of interactive ground games with a horse you will discover how to hone your leadership skills in areas such as:

- Awareness of your actions
- Having unwavering self-belief
- Being assertive without being threatening or aggressive
- Communicating in ways that inspire and motivate
- Being able to calmly think, do and delegate under pressure
- Standing your ground and setting clear boundaries
- Knowing when to push and when to praise.

Have a look at Louise's website at www.horsesenseforpeople.com and contact her to explore how she and her horses might contribute to your organisational or personal development.

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Footnote: AnD is now offering a session with Louise and her horses as an optional extra for our Learning Retreat clients (see www.andconsulting.org).

DID YOU KNOW?

THE VALUE OF COACHING TO OUR CLIENTS

At the end of all coaching contracts clients are invited to complete an evaluation form about how the experience was for them with their AnD Coach. We have recently collated those we received from clients during 2007.

Clients are asked to rate their coaching experience from 1 to 10 with 10 being the highest score. During 2007 we are proud to have been scored an average of 9.6 from our coaching services! Clients are also asked to mark specific areas from which they gained most value. **Support and Insights** were rated the highest followed by **Direction Setting, Ideas and Information** and **Renewal**.

Under **Value to You** two clients wrote in their evaluations:

Through a disciplined and supportive process I gained insight to enable an alignment of business needs and personal values and goals.

I found the coaching sessions very useful and I wasn't just taught things, I profoundly learned and assimilated and internalised what I learned.

Under **Value to your Organisation** two others wrote:

My communication with and development of my team has improved considerably.

It has helped me develop a more holistic communication style and a highly productive team who are fully engaged in the business.

Thank you to those of you who gave us this feedback.

MEET THE AND TEAM

AnD Consulting provides coaching services to leaders. Kate Ramsay is the Managing Director and lead coach of the nine AnD Associate Coaches. Kate sees clients in Adelaide, Melbourne, Sydney, Brisbane and at her home in the hills inland from Byron Bay. She takes and manages all coaching referrals as well as providing the coaches with supervision and support as required.

The AnD Associate Coaches are all accredited in AnD's Leadership Coaching methodology; some are also accredited in AnD's Vision and Learning Group Coaching methodologies. They are:

Melbourne Tina Alexander and Marie Davis

Sydney Lisa Doherty, Rob McIntosh, Joy Pitts, Genevieve Vignes and Andrew Wu

Canberra Marilyn Hatton

Northern NSW & Brisbane Megan Young

Please see AnD's website at www.andconsulting.org for a brief bio of each of us and a description of our coaching philosophy and services.

AN AND STORY

A client was expressing a high degree of discomfort at a recent coaching session. This was because she was needing, for practical reasons, to focus her energies on income generating work that was not directly associated with her vision.

She was much relieved when her coach invited her to reframe her situation by using an and/both mindset. With this world-view her coach explained that it is possible to be both a pragmatist **and** an idealist. The client heaved a sigh of relief and left happy in the knowledge that she could be pragmatic and focus her energies on some 'bread and butter' work in the shorter term, without compromising her idealism and commitment to her longer term vision.

A MESSAGE TO TAO LEADERS

Dreher on page 182 of **The Tao of Inner Peace** writes:

Tao leaders spend their time watching and listening. In order to see clearly, we must look beyond ourselves. In order to listen, we must first be still.

Have you remembered to take the time to watch and listen today?