



KATE RAMSAY AND THE AnD COACHES WELCOME YOU TO OUR STAYING IN TOUCH NEWSLETTER.

We have combined Learning Moments and a Good Read in this our winter edition, to share what we learned from a book about Nelson Mandela's messages for life. In Did You Know? there is a reminder about AnD's core coaching services, information about we AnD Coaches and a testimonial from a recent Learning Retreat client. Our AnD Story elaborates on one of Mandela's messages and we close with a quote for the media and our politicians.

Learning Moments/A Good Read

Kate writes:

I've just finished reading Mandela's Way – Lessons on Life by Richard Stengel (Virgin Books, 2010). Stengel collaborated with Nelson Mandela on the writing of his 1994 autobiography Long Walk to Freedom – a book I thoroughly enjoyed when I read it back in 1996.

In the collaboration of the writing of Long Walk to Freedom, Stengel spent 70 hours of interview time with Mandela. He was also a regular guest in Mandela's home and travelled with him to the US and Europe. My thought as I closed the back cover of this 751-page book was that this was the story of a true leader who never stopped daring to dream about a united South Africa.

Stengel has now used his records of that intensive time of collaboration to write Mandela's Way – Lessons on Life. When I saw the book in my local bookstore I grabbed it. But when I settled down to read my new purchase full of eager anticipation of yet another page-turner about Mandela, I was initially sorely disappointed.

The writing style is so simple, the chapters so brief and concise. However, once I reminded myself that this book is not a profile of Mandela but rather a collection of lessons he's learned from his life, I came to enjoy it equally, yet differently, from the autobiography.

Mandela's lessons are:

- Courage is not the absence of fear
- Be measured
- Lead from the front
- Lead from the back

- Look the part
- Have a core principle
- See the good in others
- Know your enemy
- Keep your rivals close
- Know when to say no
- It's a long game
- Love makes the difference
- Quitting is leading too
- It's always both
- Find your own garden

After a brief preface by Mandela himself, Stengel's opening chapter is called A Complex Man. The next 15 chapters cover Mandela's 15 lessons. There are stories from Mandela's journey to illustrate each one, as well as reflections by Stengel. The book ends with a chapter called Mandela's Gift that left me dabbling tears from my eyes.

I recommend this simple text for the wisdom of its message and because it gives the reader insights into this great man called Nelson Mandela – who turned 92 this week! And, I reckon it ought to be on the reading list for MBAs and leadership development programs nationwide.

Did You Know?

AnD's Coaching services

AnD Consulting provides coaching support to leaders to help them be the best they can be at work and at play, through our core services of:

- Leadership Coaching

- Entrepreneur Coaching
- Vision Coaching
- Learning Group Coaching

We also offer Coach the Coach accreditation processes in each of the above. For more information please contact Kate at kate@andconsulting.org or on 0418 164 260.

Our clients come from large and small companies, professional services firms, higher education and the public and not for profit sectors. We also cater for self-sponsoring people from all these sectors. Our services are available in Sydney, Melbourne, Adelaide, Brisbane, Canberra and Northern NSW.

The AnD Coaches

We are able to offer our services in all these places because there are skilled and experienced coaches, accredited in AnD's coaching services, based there. They each have their own coaching/consulting practices and take referrals from Kate on a commission basis. The AnD Associate Coaches operate under the AnD brand when coaching AnD clients.

We are a group of ten. Kate Ramsay is the MD and lead coach: she sees clients in her home region of Northern NSW as well as commuting regularly to Adelaide, Melbourne, Sydney and Brisbane.

Collaborating with her are:

In Sydney	Lisa Doherty
	Rob McIntosh
	Joy Pitts
	Genevieve Vignes
	Andrew Wu
In Melbourne:	Tina Alexander
	Russell Fakira
In Canberra	Marilyn Hatton
In Northern NSW	Megan Young

See our bios at the About Us page at andconsulting.org.

AnD's Learning Retreats

Most of our services are also available as a Learning Retreat at Byrongerry in the hills inland from Byron Bay. Here's what a recent Learning Retreat client, a senior HR professional, had to say about their stay in Cloud House at Byrongerry:

I arrived with my 'shopping list' and am leaving with inspiration, focus – and a vision. My time in Cloud House has been important. I think the rain fell for a reason – to make me stay there and just be!

An AnD Story

AnD Consulting is named for an and/both way of being in contrast to the either/or way our western conditioning taught us. It can be hard to explain and illustrate this abstract concept so I was delighted to discover that one of Mandela's lessons for life is, "It's always both".

Here is Stengel in this chapter of his book:

Mandela always saw both sides of every issue, and his default position was to find some course in between, some way of reconciling both sides. . . .

If we cultivate the habit of considering both – or even several – sides of a question, as Mandela did, of holding both good and bad in our minds, we may see solutions that would not otherwise have occurred to us.

This way of thinking is demanding. . . . It takes an effort of will, and it requires empathy and imagination. But the reward, as we can see in the case of Mandela, is something that can fairly be described as wisdom.

AnD to Close

Georg Wilhelm Friedrich Hegel (1770 – 1831), the great German philosopher wrote:

To be independent of public opinion is the first formal condition of achieving anything great.

If we agree with Hegel, perhaps it's time to challenge our current media and poll driven version of democracy to give our leaders the chance to apply the extended rigor needed to do 'great things', rather than having to dance to the tune of the media's take on the latest poll.

And now, I'll get off my bandwagon and close. (Ed.)