



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

In the **Learnable Moments** section of this edition, we re-visit the McKinsey model of leadership that is helping both female and, more recently, male leaders too, to thrive. In **Did you know?** we first discuss the importance, in a crowded market, of knowing what your core specialty is and how to articulate this concisely. We then share the evaluations of AnD's coaching services in 2012. Our **AnD Story** is about organisations that are bringing Israelis and Palestinians together and our **Good Read** is a 2012 award winner. We close once again with a message from his holiness the Dalai Lama, this time about peace.

Learnable Moments

Kate writes: A colleague recently sent me the link to the September 2008 McKinsey Quarterly headed **Centred Leadership: How talented women thrive** (http://www.mckinseyquarterly.com/Centered_lead). I've written about this before but have decided to revisit it because I don't believe good ideas have a use by date, and I believe the model developed by McKinsey and described in this article continues to be a great framework for effective leadership for women and men alike.

The McKinsey team interviewed 85 women leaders from around the world and devised a five-step model for what they call Centred Leadership. These are:

Meaning: identifying your strengths then finding ways to use these for an inspiring purpose.

Managing energy: understanding how you gain energy and what drains it, then developing techniques to maximise how you use your energy.

Positive framing: finding constructive ways to view your world, expand your horizons and maintain focus and optimism even when the going gets tough.

Connecting: building relationships and a sense of belonging and identifying those who can help you develop.

Engaging: Having confidence in yourself to recognise opportunities and take risks, and collaborating with others to achieve shared outcomes.

I'd encourage you to take the time to clarify your purpose for 2013 and to think about how you'll manage your energy, remain positive and build the relationships and engagements that will mean you will be celebrating an excellent year as 2013 draws to a close.

Did you know?

i What's your specialty?

Kate again: Late last year my son sent me a LinkedIn post he thought my clients might find helpful, so I saved it to share in this newsletter. The author of the post, J.T.O'Donnell, is in career and job search and is a proponent of Authority Marketing. To strengthen our brand as well as be clear and confident about our purpose she suggests we write down and practice describing our 'specialty' in five words or less, then ask ourselves "Is it memorable?" and "Can I say it with confidence?"

Then early this year I experienced another link with this idea of being clear about your specialty, this time from my daughter. She'd just attended a presentation skills workshop at which she was encouraged to write her 'elevator pitch'. This she explained to me is a brief, catchy sentence about what you do and why.

OK, call it a specialty statement or an elevator pitch, and I know it's more than five words, but here's mine:

I support people to be the best they can be at work and play.

How about you – what's yours?

ii Coaching evaluations for 2012

We at AnD Leadership Consulting support people to be the best they can be through our Leadership Coaching and Vision Coaching processes (see attached).

At the end of coaching contracts we ask clients to evaluate their experience and tell us the specific value they and their organisation gained from their coaching support. In 2012 we were rated an average of 8.8 out of 10 from our coaching clients.

In terms of the value to themselves, clients rated the honing of emotional intelligence, the gaining of new ideas and information, and direction setting most highly

In turn, they believed their organisation gained an increase in organisational strength and improved morale from the changes they made as a result of their coaching.

We invite comments, one of which was:

Overall the coaching experience was an enriching and rewarding process that I am recommending to others.

An AnD Story

As our regular readers know, AnD Leadership Consulting is named to represent an and/both way of thinking and being rather than the either/or way our western conditioning has taught us.

In a December issue of the Guardian Weekly I read an article about an organisation with some 700 members: they are Israelis and Palestinians who are committed to finding peaceful solutions to the conflict between their peoples. The two people featured were an Israeli woman whose son had been killed by the Palestinians and a Palestinian man, several of whose relatives, including his father, had been killed by Israeli soldiers. They both said it is at times hard to soften the hatred that comes from their grief and loss but they're determined to collaborate for change. What a great and/both story I thought.

When I sat down to write this piece, to my great delight my Google search found there are many organisations that are in various ways challenging the either/or, them/us hatred that is fuelling the ongoing conflict between these two peoples. As well as the one I read about in the Guardian Weekly four other examples are:

Bat Shalom: an organisation of Jewish and Palestinian Israeli women who are working together for peace.

Bringing peace together (BPT): an organisation that brings together representatives of different peace movements in Israel and the Occupied Palestinian Territories.

All Nation Café: this cafe is situated on the road from Jerusalem to Bethlehem between an Israeli army check-point and the Palestinian authority and is a meeting place for Palestinians, Israelis and internationals.

All for Peace: this is a not-for-profit joint Israeli-Palestinian radio station that believes the media can play a positive role in resolving the conflict. The station reaches over 33,000 listeners, is multi-lingual and includes talk shows, interviews, music, and weekly programmes by civil society organisations.

The mushrooming of such organisations is surely testament to what I heard said recently by an academic specialist on the Israeli/Palestinian conflict on ABC Radio National: *When Israelis and Palestinians talk they find they share common narratives regarding issues such as exile and suffering.*

A Good Read

I've spent the summer reading fiction, so have decided to share my best read for 2012 in this edition. It's called [All That I Am](#) by Anna Funder (Penguin Books. 2011). It's her first novel (she's also the author of *Stasiland*) and is a story about a group of German Jews who escape the Holocaust by fleeing to London. Funder bases the novel around an old Jewish woman she knew in Bondi whom she calls Ruth, and the writer Ernst Toller. I found it a demanding read in that the narrative is interwoven between the voices of Ruth and Ernst and over differing timelines. However I also found it a gripping and informative read which, by the way, was awarded the 2012 Miles Franklin Literary Award.

The Dalai Lama on peace

A good motivation is what is needed: compassion without dogmatism, without complicated philosophy; just understanding that others are human brothers and sisters and respecting their human rights and dignities. That we humans can help each other is one of our unique human capacities.