



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

In **Learning Moments** in this edition we list the five regrets of dying people and pose some questions about our motivations from the Dalai Lama. In **Did You Know?** Kate announces the launch of her memoir, we summarise the evaluations from our clients in 2015 and quote the experience of a recent Learning Retreat client. Our **Good Read** is the Quarterly Essay # 60, **And to Close** we quote the Dalai Lama on happiness.

Learning Moments

Five dying regrets

Bronnie Ware, an Australian palliative care nurse, has counselled the dying in their last days. She recorded the thoughts of some of her patients in a blog that was so popular she went on to publish a book called *The Top Five Regrets of the Dying*. Ware wrote of the clarity of vision that most people gain at the end of their lives, and about how we might learn from their wisdom.

The top five regrets of the dying as witnessed by Ware are:

- I wish I'd had the courage to live a life true to myself, not the life others expected of me.
- I wish I hadn't worked so hard.
- I wish I'd had the courage to express my feelings.
- I wish I'd stayed in touch with my friends.
- I wish I'd let myself be happier.

Which of these speaks to you? And what might you change in your life right now so you don't take this regret to your dying days?

The Dalai Lama on human motivations

When we are contemplating a big (or even a small) change in our life, we could do well to take the time to ponder the motivations underlying our hopes and intentions with the change. The Dalai Lama suggests the following three questions to guide us in our reflections:

- Am I doing this for me or for others?
- Will it be to the benefit of a few or for many?
- Will this change be for now or into the future?

Did You Know?

Go With Love

Kate writes: I am proud to announce that I have now self-published the story I've been writing for a very long time about my late partner Des Ryan and me. AnD's longer term colleagues will remember that Des was my partner in life and business and that we co-founded AnD Consulting in 1994. I have called the book *Go With Love – A memoir about love, loss and learning* and it tells the story of Des and me from when we first met in the early 80s until his premature death 22 years later in the middle of 2005. To learn more, go to the website www.gowithlovebook.com. To purchase a copy head to The Shop page.

2015 AnD client evaluations

AnD's Leadership Coaching clients rated our services in 2015 with an average of 9.5 out of 10. Some underwent a contract of twelve hours of coaching, while others are ongoing clients. The purpose of this process is to support clients to be effective leaders. In response to the question about the aspects of the coaching that they valued most highly, the top three were identified as:

Insight/Clarity, Support and Ideas, and Information.

And the next four that our 2015 clients chose were:

Direction Setting, Disciplined Reflection, Taking Action, and Enjoyment.

Under comments one client wrote:

I have found the sessions with Kate to be very beneficial. I have noticed the growth in my leadership skills and the change in my team in response to my new leadership approach. Personally these sessions have given me the opportunity to reflect on my own practice and to

VALUE ADDING

How coaching adds value to business and life!



review my priorities and plan for the future both professionally and personally.

In terms of the value they believed their organisation gained from its investment in the Leadership Coaching, the top two were:

Organisational Strength, and Improved Communication.

In the comments under this section of the evaluation one client wrote:

I feel that the coaching gave me the confidence to increase my areas of management and leadership influence. I was able to more confidently and effectively manage up in the organisation. This included writing a series of briefing papers for the senior management team that have influenced decisions for the organisation. I also used ideas from the coaching sessions to work with my team to broaden the focus of their services and communicate these to the organisation.

Our Coach the Coach in Leadership Coaching clients in 2015 also rated our services at 9.5 out of 10. The purpose of this six-session program is to teach and accredit other coaches in AnD's Leadership Coaching tools and methodology. Peter Skellern, had this to say about his experience of the Coach the Coach process:

I enjoyed every minute of my time learning from Kate. I hope I can emulate her in every coaching engagement in the future. Much better than other systems.

Learning Retreat client evaluation

AnD's Learning Retreats (see www.andconsulting.org) are held at Kate's home in the hills inland from Byron Bay. The purpose of the retreats is to provide a 'circuit breaker' for busy people during which they receive coaching support between ample time for rest, reflection and recreation. Here's what one of our 2015 clients had to say about her Learning Retreat:

The retreat offered the right place (tranquil, calming, naturally beautiful) and the right person for me to confide in about my life and what I want to do with it. I would like to have spent another day (or two) in quiet reflection and soaking up the tranquil beauty of the place!

To find out more about any of these coaching processes contact Kate by emailing her at kate@andconsulting.org or ringing her on 0418 164 260.

A Good Read

Kate writes: I don't usually stray into the political arena in the AnD newsletters. However I'm making an

exception in this edition to recommend political journalist Laura Tingle's Quarterly Essay # 60. It was published late last year and is titled *Political Amnesia – How We Forgot How to Govern*.

I believe any leader, not just those in government, would do well to read Tingle's essay.

The theme that has stayed with me is about the relatively recent undermining of the federal public service as a repository of ideas and experience.

Until and including Howard's prime ministership, politicians generally appointed policy advisers from among senior members of the public service, who had typically risen to power within one department. This meant they held a huge 'corporate memory' that they could bring to their ministerial advice about what had worked and what had not worked in the past.

These days ministers tend to appoint bright young things as their ministerial advisers who've grown up in the political system: great at political strategy, but not so good at having the confidence and experience to put up and argue for well-researched policy advice to government ministers.

Since the Howard years another change that Tingle explains, is that senior public servants tend to now be promoted around departments. This means they leave behind the 'corporate memory' of their previous department and must start from scratch in their new one and, as a consequence, the quality of departmental ministerial advice lacks the depth it once had.

Added to this, ministers and senior public servants now tend to 'contract out' to external consultants much of the responsibility for the provision of advice to government; thus further adding to the loss of what Tingle refers to as the "role of memory in politics and policy-making in Australia".

What can all leaders take from Tingle's essay? To remember the value of retaining wise elders in their teams, and to think carefully about where and from whom they seek policy advice.

And to Close

The Dalai Lama:

Happiness is not something ready made. It comes from your own actions.