

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

In **Learning Moments** Kate explores Theory U in action. In **Did You Know?** we share the Vision, Purpose and Values of AnD Leadership Consulting. Our **Good Read** in this edition is a recently released text that examines old versus new power. And **To Close** we quote Barack Obama on the importance of values.

Learning Moments

Kate writes: In our last newsletter I introduced the change model called Theory U that was developed by MIT's Otto Scharmer and is taught to participants in the online U.lab course. (Please see the attachment as a reminder.)

I had a valuable lesson about the importance of pausing at the bottom of the U – what Scharmer calls Presencing - at a recent strategy meeting with the leadership group of Sourdough Business Women (SBW). My colleagues and I had spent time moving down the left side of the U as we explored what SBW had achieved in the past 2 years. We then looked at the current offer to our target group - women in business in the Northern Rivers.

Our facilitator next suggested we work in small groups to identify 'where to from here?' for SBW. Two of the group resisted doing this and, as an activist, I felt frustrated. It was only the next morning that I realised the resisters were right to slow us down; it was too soon for us to start moving up the right side of the U. Rather we needed to first spend time at the bottom of the U connecting with what Scharmer calls our Source – our inner inspiration about the future of SBW. We could then brainstorm our ideas prior to Crystalizing our vision and intentions and then, and only then, Prototype an action plan. We now have a meeting date set to do just this.

This reminder of the importance of taking time to look within by maybe meditating or taking a walk in nature has been an important learning for me. I encourage you to likewise ponder longer prior to embarking upon any major change.

Did You Know?

Kate writes: Our regular readers will also recall that in Value Adding#80 I shared a framework developed by

Deborah Pascoe about the why, what and how of Purpose, Vision and Values. To recap: Purpose is the 'why' an organisation exists, Vision is the 'what' it strives to achieve, and Values are the 'how' an organisation operates in practice.

In this edition I'm sharing AnD's Purpose, Vision and Values. These are contained in a several page document called AnD's Way that was originally developed in the late 90s by Des Ryan, my late partner in life and business, and me. I've continued to live by these, and to evolve them as appropriate to the times. In spring, 2018 here's how they read:

AnD's Vision

AnD is an organisation of quality, experienced coaches providing transformative coaching services to leaders.

AnD's Purpose

- 1) To act as a catalyst to our clients' self- insight in the context of their vision and in so doing to support them in optimising their learning, wise leadership and organisational and personal success.
- 2) To create a ripple effect of adding value to leaders through the collaboration of AnD's group of coaches
- 3) To live our core values

AnD's Core Values and the behaviours supporting these

The AnD team commit to the following:

Authenticity

- we are open and honest with each other and AnD's stakeholders
- we walk our talk

VALUE ADDING

How coaching adds value to business and life!



- we have an organisational vision and our own individual visions and take action which moves us towards these

- we sustain a state of personal wellness

Diversity

- we value peoples' differences
- we listen for understanding not judgement
- we accept others' reality

Interdependence

- we model and/both in the way we live and work
- we signal discomfort and find win/win agreements with each other and AnD 's stakeholders
- we initiate learning conversations to maintain effective relationships
- we set up appropriate supports for ourselves

Appropriateness

- we act appropriately to the context
- we make choices appropriate to our vision

Collaboration

- we communicate in as many forms as possible with people who relate with AnD
- we involve each other in decision making in the context of AnD's vision
- we share business development
- we share the ongoing development of AnD's tools and methodologies

Trust

- we maintain client confidentiality
- we are 'there' for our clients and each other as agreed

Learning

- we receive coaching support as needed
- we add value to the service we offer when appropriate
- we have regular Round Tables to monitor the business
- we enhance our clients' learning by providing valuing environments for our coaching

Integrity

- we take responsibility for our own lives
- we are discreet
- we maintain high standards in everything we do
- we are innovative and reliable business people

- we are courageous and challenge the status quo when appropriate

Fairness

- we ensure that all decisions made by AnD are fair and equitable
- we are consistent in our behaviours and interactions with others regardless of who they are
- we live by the Golden Rule of 'doing unto others only what we would have them do unto us'.

For more visit www.andconsulting.org

A Good Read

Kate writes: A sure sign of a good read for me is when the book ends up full of underlining. I'd only glanced at *New Power – How Power Works in Our Hyperconnected World and How to Make it Work for You* by Jeremy Heimans and Henry Timms (Macmillan. 2018) when I referred to it in the last newsletter.

My copy is now well and truly peppered with underlining and I'm unashamedly leaving it to the summary on the back cover to explain why:

In this indispensable guide to navigating the 21st century, two visionary thinkers reveal the unexpected ways power is changing – and how 'new power' is reshaping politics, business and life.

The authors of *New Power* give heaps of examples to illustrate old versus new power in action. I believe it's a must read for those of us who believe that the old ways are no longer working in politics, business and society.

As The Hon Michael Kirby's testimonial says about *New Power*:

This important book will, in Gandhi's words, encourage us to be the change we want to see in the world, a change that is ever more possible but which today hangs in the balance.

To Close

Here's Barack Obama on the importance of values:

Values will get you through hard times and good times. They are the things that give meaning and purpose to what you do. Organizations need to help people become better performers with what is in their hearts.

A good reminder to regularly take time to pause and look within to find what your heart is telling you, and to model this way of being to those around you, be that your team, your family and/or your friends.