



People, Passion, Potential

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**Merry Christmas
and
Happy New Year
from
All at Lamont**

Let's have Christmas in July!

Christmas is nearly upon us and once again we are caught in a whirlwind of deadlines, planning meetings, parties and family get-togethers. But in the busy-ness of it all, it's worth taking time to slip below the surface activity and get in touch with the essence of the season ... honouring those in our lives.

At Lamont we believe that every person has a unique contribution to make at work. What often stands out at Christmas time is that, despite the hassles, people are frequently kinder to each other and more willing to encourage and support those around them. To me, this is the magic of Christmas: the moments where we see and salute the best in others, when we acknowledge their importance in our lives. Imagine if we kept this up all year round...

By honouring our colleagues we reflect back to them the very best that we see in them. Research in Positive Psychology now supports what ...

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Lamont Associates are Expanding

Welcoming Jennifer to our Team

I'm thrilled to be working with Lamont Associates because I am passionate about people reaching their potential at work. I deeply believe that, no matter what work we do, at its best it can give us an opportunity to reveal our highest potential, stretch our talents and contribute to a greater good.

My background is in the area of social change. I did a Ph.D. in International Political Economy and much of my work has focused on ethical trade; where I have worked with international brands and small grassroots organisations, particularly in Asia. I have also worked on projects as diverse as teenage pregnancy prevention in the UK, labour rights awareness among women workers in Asia and retraining schemes for the unemployed.

Tip of the Month

Stillness

Are you making plans for 2008?

Before you sit down to develop your proposal, write your plan or contribute to a working group, consider taking just one minute of stillness to focus on your goal and to allow yourself to be inspired! After all, if your mind is full, how will you notice when inspiration strikes?!

Those of you who have been on one of our courses will be familiar with this tool that can sound a little odd in traditional business environments.

But consider this, before every athlete begins to compete they take a moment out: they clear out the noise around them and the clutter in their minds, they become still. A champion archer creates internal calm in order to accurately hit an external target. In the stillness, no matter how brief, they have the opportunity to focus on their goal sharply and clearly. They ignore all that is superfluous, creating the space and time to align with their vision.

Stillness allows us to slip below the chatter of the mind, which is frequently a burble of old thoughts and tired ideas. But in the silence beneath the noise, creative ideas, brilliant solutions and spectacular ideas can arise. In stillness, we tap into a deeper knowing and inner wisdom that allows us to manifest our inner greatness.

If stillness is essential for top athletes, imagine what it can do for you!

*“Life is either
a grand adventure
or
nothing at all”
Helen Keller*

*“Every challenge is nothing more than a chance to make things better
... To resist them is to decline greatness.”*

Robin Sharma



*Need a
'pick-me-up'?*

*Double click
below for an
inspiring
2 minute film.*

[Click here](#)

Christmas in July (Continued from page 1)

... every savvy manager already knows: recognising and affirming the good work your colleagues do creates more cohesive, productive teams. And great business successes are built on such teams.

It's all too easy, apart from special occasions, to take for granted the good work that goes on around us. But the glow we feel when we are acknowledged at Christmas time can be experienced in July as well - it just needs a little extra effort to acknowledge our colleagues more frequently. Why not make a note in your diary once a month, or even once a week, to let a colleagues know that you value their contribution? And remember to give specific examples - we all love to hear what we're doing well.

The Hot Seat

Hilary Hosier, Lamont Associates

Anyone who's been on a Lamont course will know the 'Hot Seat'. This is where the group nominates someone whom they want to acknowledge. At our last team meeting, we chose Hilary Hosier, our Administrator. Hilary adores challenges - luckily for us! She is eternally optimistic, pays enormous attention to the details that are so crucial to our success and is one of the most thoughtful and caring women we know. Thank you for being you, Hilary!

Nominate someone for next month's Hot Seat. Just send us a short paragraph about why you appreciate working with them.

If you have any comments, questions or stories you think would help others, share them with us.

Every month we'll publish your contributions. All contributions are published anonymously, unless otherwise requested.

Book Review

The Greatness Guide by Robin Sharma (2006) - reviewed by Jennifer Hurley

This book is an ideal Christmas gift. It is a powerful, inspiring book aimed at inspiring even the most jaded CEO with a fresh lease of life.

Sharma's focus is on leadership and supporting others in "laying claim to their greatness". And it's easy to be inspired by the book. I certainly felt motivated as I read. And, as most chapters are only two pages long, it's easy to dip in and out the book when you have a spare minute or you're trying to inject some inspiration into your life.

The chapters deal with a wide range of topics from 'Lead Without Title' and 'Listen Twice as Much as You Speak' to 'Problems Reveal Genius' and 'The Innovator's Mantra'.

The language is crisp, articulate and punchy. Underpinning all the chapters is his belief that, regardless of who we are, each one of us can live an extraordinary life by simply becoming aware of our lives, by becoming conscious of what is meaningful and of value in our lives and then committing to that 110%.

Sharma believes that when we allow our passion to shine, when we are evangelical about something, we dig deeper inside, we go the extra mile and, consequently, we live magnificent lives. The impossible becomes possible.

The book is full of stories and anecdotes. One of

my favourites is 'Your Four Minute Mile'. Until 1954 no one believed it was possible to run a mile in under four minutes. Once Roger Bannister did it, several other runners achieved the same feat in a matter of weeks.

What had changed? Bannister had shown others the limits of their thinking. Each one of us, he argues, has created equally artificial limits within our thinking, a set of false assumptions that bind us to the past rather than free us to become the magnificent people we are capable of being.

The easiest way to cross those self containing frontiers is to find our own four-minute mile: that value, belief or cause that inspires us so deeply we pursue it passionately and, almost inadvertently, allow our magnificence to shine and inspire those around us.

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