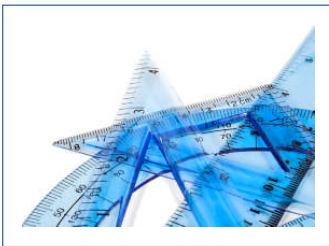




People, Passion, Performance

June 2008

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Become the architect of your life

Spotlight on: Visioning

By consciously visioning our future, we can create a future that reflects the very best of who we are

Which would you choose: a house built by a builder with an architect's plan or a house built without this plan? Why? It is for this very reason that visioning is such a potent - if under-estimated - tool.

Visioning is the architectural plan for our lives and our daily actions are the bricks. Without a vision, we often lay our bricks with no apparent design, going where the prevailing wind takes us. While this is one ...

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Resolving Conflict Workshop

Conflict is a natural and inevitable part of life. So the task in this workshop was not to get rid of conflict but to learn how to resolve it creatively so as to generate a positive outcome.

Conflict provides us with a vast untapped reservoir of possibilities which invite us to develop and expand our self-awareness, to learn and grow in strength.

It was a practical day. Most people brought along a specific conflict, applied a tried and tested 4-step process to it, and went away having made headway on that conflict and with a plan for ongoing progress.

"I have just spent the day on the Conflict Resolution course.

Georgeanne is full of passion for her work and those around her.

Her approach is unique, simple and effective and she makes it fun to learn. I can recommend this course to all and I cannot think of anyone who would not benefit from attending. She will guide you through a simple and easy to remember process that helps you deal with any conflict. Whether you are in a confrontational frontline job, have an antagonistic colleague or boss or just want to deal with your life partner, parent, sibling or offspring, do this course. It will be money well spent!" (Tony P.)

The venue, Montague on the Gardens, provided exceptional care, service, and attention to detail which made an ideal environment for working on a topic that was demanding and, at times, painful.

If you would like a copy of our worksheet on Understanding Conflict, please email us on: info@lamontassociates.com

Our next workshop on Resolving Conflict is in October.

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Spotlight on: Visioning

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... approach to life, its potential downside is that we look back on our lives with regret for the things we did not dare to do.

You may think that you are not using this tool at present; that you lack a vision. Perhaps not! Even before we throw off the covers in the morning, we have thought about the day ahead, however briefly. 'It's going to be the same old stress... I'll never get anything done... I'll spend all my time in pointless meetings...' And then it happens, just as we had visioned. We created a vision: it may not be the vision we would consciously choose to hold, but unconscious visions are just as powerful as conscious visions.

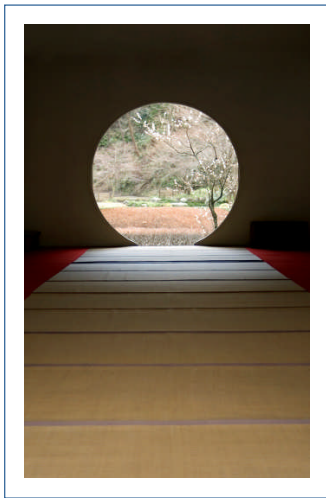
To some, visioning can sound a little unsubstantial. But time and again, we have seen it work exceptionally well. We worked with one company where the team created, in an initial thirty minute session, a vision for a second office with 28 elements. Three months later they reviewed their vision and discovered that they had translated every single element into reality, with one exception - there was no company dog!

Nor does the vision always come from the leaders. As the leaders often pay the bills, they can be more cautious in how they vision the company's future. An excellent example of this was with another client. As a result of the visioning exercises by one member of the sales team, they opened a new distribution centre: that distribution centre allowed the company to hit its 12-month targets in just 3 months.

We often limit our vision when there is no need. The bigger and grander the vision, the bigger the target we create and the more likely we are to hit it. We may not get every element, but we will get much more than if we had no vision at all.

The other secret to visioning is to revisit the vision regularly. It helps us see how we have progressed, even though we may not have realised it. It also helps us to add more details to the vision, to give it greater depth and re-inspire ourselves with the direction we want to take.

Visioning is a powerful tool that has been used for millennia to inspire people, to create change, to transform challenging situations and to bring out the best in ourselves and others.



Visioning creates focus that opens out into new possibilities

"Go confidently in the direction of your dream. Live the life you have imagined."

Henry David Thoreau

Don't forget!

Tools for Success

22-24 September 2008 - Birmingham

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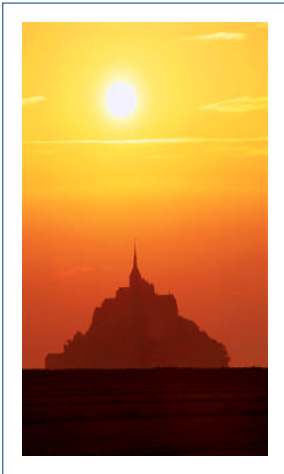
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Ideas to try: Three-Stage Visioning



1. Write down your vision of what you want to create. Don't limit your vision - describe the very best outcome you want. At the end, write down how you will feel when you are living this vision. For example:
"All staff really enjoy coming to work. They have healthy workloads and balanced work-home lives. Absenteeism and sickness are almost non-existent. I'm feeling confident, relaxed, happy."
2. Write down your present reality; write it honestly. At the end, write down what you are feeling right now.
"Some staff work crazy, long hours. Absenteeism and sickness are at 25-30%. Every day, several people phone to say they won't be in. It creates chaos in the warehouse, stresses those who do turn up for work, and it gives customers a bad experience. I'm feeling anxious, frazzled, exhausted, defeated."
3. Now ask yourself 'What is better today?' In other words: in what ways have you moved nearer your vision? Write down what's better.
 - > *I've taken time to face up to the problem.*
 - > *I've brainstormed out all the causes.*
 - > *I've met with Jo to prioritise this.*
 - > *I've a clear vision of where we are heading and some first steps.*

Repeat the 3-part activity each day for a week. Remember to include your feelings when describing your vision and your reality because it is the feelings that drive the movement towards the vision. Each day note and appreciate what is getting better.

Open Forum

Sadness is not confined to our private lives

"Grieving isn't a word I would have associated with the workplace before, I have always thought of it in more personal terms." This observation from John Kimber highlights an important point.

It may seem surprising or even a little disconcerting that grieving - traditionally considered to be a very private emotion and process - has a crucial role in the workplace. At work, just as in our private life, we inevitably experience setbacks, disappointments, pain and sadness. These moments can be felt collectively - for example, when a bid fails - and individually, when a promotion does not come through; the list is rich and varied. Because we mistakenly consider grieving to be a private matter, we often fail in the workplace to recognise and release the pain of negative experiences. This has harmful consequences: distress, anger and resentment all stem from a unmet need to grieve.

The tools mentioned last month - journaling and stillness - are powerful tools that allow people to vent their grief individually in an appropriate manner. Other techniques exist for acknowledging grief collectively. When doing so, it is very important to describe the events without blaming or condemning anyone (which would move the focus to less constructive conversations that simply fuel grievance). The focus must be on learning the lessons and moving on, transforming the grief into a learning experience. Once the grief is cleared away, we free up our attention and our energy to focus on new and inspiring ways forward, enriched with the lessons of the past.

(Send your 'Open Forum' responses to newsletter@lamontassociates.com)

"Everyone takes the limits of his own vision for the limits of the world."

Arthur Schopenhauer

Book Review

Wink, Roger Hamilton (2002)

This book turns the idea of work on its head. The purpose of the book is to help everyone create wealth, which includes having time to do what you love, enough money, doing truly meaningful work, having a sense of legacy and contribution by helping others.

"I have a dream."

**Martin
Luther
King**

It is told as the story of a nine year old boy, Richard, whose father is "sick and tired". He has worked furiously for years but has nothing to show for it. His son goes in search of wealth for the family, and along his journey he meets an optometrist, a gardener, a musician and a fisherman, among others. Their message is essentially that when we follow our passion, we find work that is truly fulfilling - work that is not work, but fun. Once we have found this work, rather than working *for* someone it is possible to work *with* others and create more wealth and free time than the traditional 9-5 job allows.

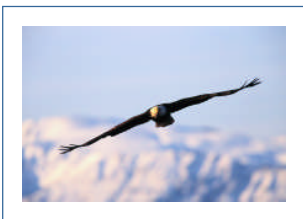
Hamilton also encourages the use of visioning to create our perfect work! The book has many interesting insights and observations. One character introduces Richard (Rich for short!) to "effective giving": donating a percentage of his income to a good cause that is in line with his passion. Another character asks the boy how he spends his time. Is he investing it in creating the future he dreams of, for example through improved health, developing new networks of people to work with, building his knowledge and specialism or is he just spending it, with nothing to show for it?

This book is a very short, easy-to-read story for anyone who has ever thought about having more fun at work and developing different forms of wealth, from a well-connected network to more free time and enough abundance to support causes that are personally meaningful. And although Rich asks questions that are well beyond the reaches of most nine-year-olds, reading this book is a worthwhile investment of time!

Story – The Eagle

This brief story shows how our vision can set us free or hold us back.

Once a farmer found an abandoned eagle's nest and in it was an egg still warm. He took the egg back to his farm and laid it in the nest of one of his hens. The egg hatched and the baby eagle grew up along with the other chickens. It pecked about the farmyard, scrabbling for grain. It spent its life within the yard and rarely looked up. When it was very old, one day it lifted up its head and saw above it a wonderful sight - an eagle soaring high above in the sky. Looking at it, the old creature sighed and said to itself, "If only I'd been born an eagle".



Adapted from a story by Anthony de Mello