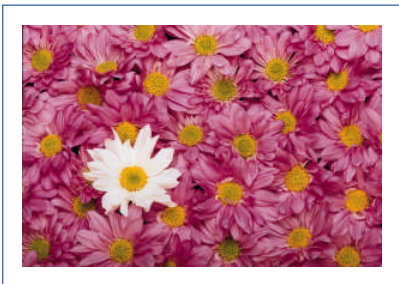




People, Passion, Performance

October 2008

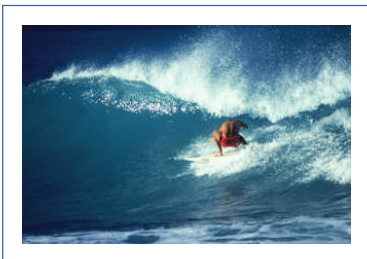
Lamont Associates, 3 Kinross Avenue, Ascot, Berkshire SL5 9EP
www.lamontassociates.com info@lamontassociates.com Tel: 01344 628329



*Do you dare ...
to show your unique brilliance?*

INSIDE THIS ISSUE

- 1** Dare to do it differently
Thriving in Tough Times
- 2** Dare to do it differently
(Continued from p1)
Ground Rules
- 3** Re-energising Meetings
Story – In The Boat



*Discover the opportunities
where others see only trouble*

Dare to do it differently

There is so much fear, uncertainty and apprehension around at present that we are purposefully striking an optimistic, forward-looking note. It would be too easy to fall into the gloom. So, we are daring to do it differently and we are inviting you to join us.

This month, more than ever, we are seeing the importance of keeping focused on the values that guide us through our decisions, on involving all members of the team - to bring in fresh, new perspectives - and on allowing creativity to flow in order to find new ways of working that bring out the best in ourselves and our clients.

(Continued on page 2) →

An invitation to Thrive in Tough Times *Breakfast Seminar*

Date: Thursday 30th October

Time: Breakfast from 7.30am, seminar 8.00 - 10.00am

Venue: Hilton Bracknell , RG12 0QJ

Cost: £65 (inc VAT) * *Last few places remaining* *

Techniques you can *apply immediately* with *fast results*:

Save time: A Crown Prosecutor **decreased meeting times by 30%**

Cut Costs: Engineers in an R&D company **cut costs by £112,000**

Increase growth: A distributor increased sales by **42%**

Increase profits: This distributor also **increased profits by 60%**

Cut absenteeism: Our client reduced absenteeism **to 2% from 30%**

Tried and tested by...

Xerox
Crown Prosecution Service
GlaxoSmithKline
QinetiQ
Microsoft
National Blood Service

[Click here for more information and to book online](#)

If you have any contacts who could do with a lift, some fresh ideas and new energy, we would be delighted if you would let them know.

Dare to do it differently

(Continued from page 1)

"A good business is guided by more than just the bottom line. It's guided by the principles about what it's trying to achieve in the world, and where it's trying to fit in for the betterment of humanity."

Tim Berners-Lee,
Inventor of the
World Wide Web

These are times when those that pull together and bring out the very best in themselves and others will get through; those that try and do the same old thing may well get stuck.

Traditional responses - redundancies, cost saving initiatives and spending cuts - are guaranteed to leave staff feeling demotivated, insecure and disengaged.

If there is one quick, effective super-tool that we find invaluable in cutting away stress, chaos and uncertainty, it's Stillness ([Newsletter, December 2007](#)). Taking just two minutes out can have a remarkable effect.

It allows us to detach from the negative thoughts flooding our minds and contracting the muscles in our shoulders; it helps us reconnect with right-brain creativity, where we can discover new answers; it facilitates patience and cooperation at moments when we may otherwise snap at our colleagues.

There are many ways you can do it differently. Experiment with stillness. Try Radiant Problem Solving ([Newsletter, September 2008](#)) to tap into new ideas.

Look at the [inspiring stories](#) on our website to motivate you through tough times. Come to the Breakfast Seminar on Oct 30th to find fresh ideas, new energy and leave with a lift in your step!

Ground Rules

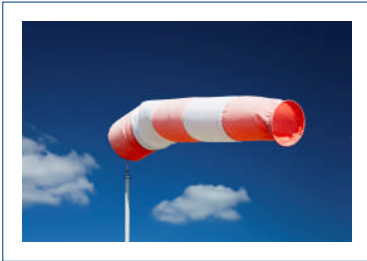
These are some ground rules that we use for running meetings and training sessions.

1. **Confidentiality** - anything said in the room is confidential
2. **Listening** - only one person speaks at a time and everyone listens to that person; use world class listening where we listen with ears, eyes, an open mind and an open heart
3. **Pacing** - each person takes responsibility for the speed at which we work in order to reach the outcome within the given time
4. **Pass** - any person can choose to not do any activity that is not right for them
5. **No observer status** - we all agree to be players in the game rather than observers in the stadium: although we may 'pass', we still remain part of the group.

Why not try out the ground rules for yourself and see if they're useful in making your meetings more productive?



*Great teams are built on agreed rules.
Only then do they know how to work
together*



*Re-energising your meetings
can feel as though a brisk wind
is shaking out the cobwebs*

*“It is not
because things
are difficult that
we do not dare,
it is because we
do not dare that
they are
difficult.”*

Seneca

Re-energising Meetings

How often have you sat through tedious meetings, where participants make the same points repeatedly, read unrelated documents, or even text and email others during the meeting?

Over the past few months, we have facilitated meetings where someone has come in after we had agreed the ground rules. The impact? It was always the late-comers who were reading other documents, not listening and talking across the speaker!

Though it seems like such a small thing, the ground rules are very important. Without them, chaotic meetings that frustrate, demotivate and irritate ensue.

The ground rules are like soccer rules: if a substitute comes onto the pitch playing by different rules, the players are frustrated and the game no longer flows smoothly.

The Ground Rules really are the cornerstone of good meetings. They serve several roles:

- they ensure that the people at the meeting are focused on the meeting
- they clarify the standards of behaviour expected at the meeting
- they help us show respect for our colleagues
- everyone takes responsibility for their involvement in the meeting
- when we listen the first time around, meetings are quicker and more productive

Small changes can lead to big differences.

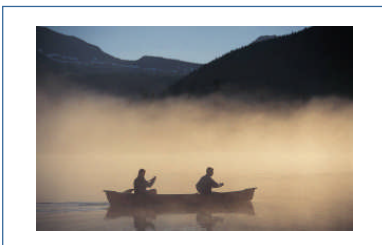
Story: In The Boat

*The bank crisis shows clearly that we are
more connected than we sometimes imagine*

Two men were out on the ocean in a boat.

One of them began drilling in the bottom of the boat, and the other, aghast, said "What are you doing? Stop drilling!"

The first man replied: "It's all right. I'm only drilling on my side."



*In our daily lives, are we
thoughtlessly hindering others?
Or helping them row better?*