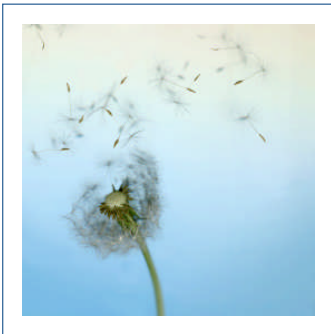




People, Passion, Performance

November 2008

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The wind sets the seeds free

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The Winds of Change

What is your one, meaningful change?

The election of Barack Obama as the next US president symbolises how potent change can be. Yet we often fear change, as it moves us out of the familiar and closer to the unexpected.

However, change is the one constant aspect in our lives, a force that can improve our lives if we are willing to work creatively with it rather than running from it. The possibilities we hold are enormous. When we have the courage to seize on one specific, meaningful change that can infuse our lives with a sense of purpose, passion and zest, then transformation occurs.

Globally, we are poised at a moment of change. The world economy is grappling with the dire need to move away from policies and processes that jeopardise economies, natural resources and employees in the pursuit of short-term profits. A sustainable, holistic and long-term solution is urgently required. Breakthroughs rise from the ashes of breakdowns.

At times such large-scale change can touch our lives deeply and at other moments it can seem quite remote. As human beings, connected into a global system, the present situation offers us a moment to consider how we can create changes in our working lives - and in our private lives - that are holistic and sustainable.

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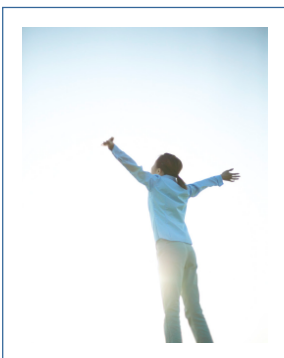
Free E-Course: Bringing Out Your Best Self

Are you living up to your full potential?

At Lamont, our passion is bringing out the best in business and supporting it to become a force for good in the world. We know that extraordinary business success is built on extraordinary employees.

We want you to succeed, to be the very best you can be. So, we are offering you a one-month e-coaching programme to tap into your creativity and unleash your potential. You will receive an introductory email and a short, e-coaching email once a week throughout December.

[Email us by November 30th](#) and we will enrol you on our free course.



*Let your spirit fly: tap into
your best self*

*"Only I can
change my life.
No one else can
do it for me."*

Carol Burnett



Quotes from Participants

*"Lots of useful content, well
delivered, plenty of
interaction"*

"Fantastic ideas"

*"I feel motivated and
uplifted."*

*"It works at a very practical
level in terms of the
exercises and the
outcomes."*

"Inspiration"

*"We began at 8am,
knowing no-one, by 10am
we were a team and
communicating well."*

The Winds of Change

(Continued from page 1)

Hasty, knee-jerk remedies often make the situation worse. What is required is a wider perspective, one that taps into our deeper sense of creativity, of knowing and of connection to our families, our colleagues and our communities.

We often begin the New Year with a series of resolutions, of changes we want to make - many of them predictable reactions to the excesses of Christmas! - that are short lived. To support you making one meaningful, passionate change, we are inviting our readers to take part in a free, one month e-coaching programme **Bringing Out Your Best Self**. (See page 1 for more details.)

Thriving in Tough Times

Breakfast Seminar

Full of fun, our breakfast seminar on October 30th dealt with the serious question of how to thrive in the current climate. Participants from multinationals, SMEs and local government bodies braved the ice and snow to arrive at 7.30am at the Hilton Bracknell for a very lively two-hour programme.

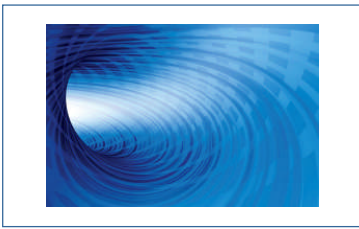
The credit crunch is the opportunity to start doing things differently. The temptation for many companies at present is to react in a hasty manner, cutting salaries, increasing workloads and creating unsustainable pressures to 'work harder'. All this dampens motivation, generates fear and results in mundane performance and lack of engagement. The so-called remedies actually make the situation worse as research shows that cost-cutting measures are not sustainable.

Our purpose was to demonstrate some practical tools for upping performance and engagement. The participants learnt how to use three of the Tools – Celebration ([April 2008 newsletter](#)), Listening ([January 2008 newsletter](#)) and Stillness ([Dec 2007 newsletter](#)) – to develop high-performing, highly engaged teams.

When a company knows how to bring out the best in its people, tap into their inner strengths and release those resources into the business, performance goes up dramatically. Creativity, innovation, solutions and enthusiasm emerge from people and translate into increased turnover, increased profit, increased productivity and increased engagement.

The next Breakfast Seminar is: Jan 27th at the Hilton Bracknell.

Book by Dec 20th and get £15 off the £65 fee.



What's around the corner becomes an exciting adventure when we begin to vision our future as we want it.

“There is no guarantee of reaching a goal at a certain time, but there is a guarantee of never attaining goals that are never set.”

David McNally

Three-Stage Visioning

Featured before and well worth revisiting, this activity is invaluable for helping us achieve any goal and for becoming aware of the progress we are making to achieve that goal.

1. Write down your vision of what it is that you want; write it with no holds barred. At the end, write down how you will be feeling when you achieve your vision. For example:

“My Vision: We have a healthy cashflow with increased sales. I’m feeling confident and happy”

2. Write down your present reality; write it honestly. At the end, write down what you are feeling.

“Present Reality: Our cashflow is very tight. I’m feeling anxious and irritable”

3. Repeat this activity each day, writing your vision and your reality and each morning write down ‘What is better today’. So, for example:

“What is better today: Have a clear strategy. I understand the current figures. Contingency plans in place.”

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

Of course, vision doesn’t equate to cash, but we always have a default vision. If it’s a negative one, it negatively colours not only our feelings but also our actions. A clear, positive vision energises our feelings and actions, and moves us towards our desired outcome.

Story: Try Something Different

Are you thinking creatively enough?

I’m sitting in a quiet room at the Milcroft Inn, and I’m listening to the desperate sounds of a life-or-death struggle going on a few feet away. There’s a small fly burning out the last of its short life’s energies in a futile attempt to fly through the glass of the windowpane. The whining wings tell the poignant story of the fly’s strategy: Try harder. But it’s not working.

The frenzied effort offers no hope for survival. Ironically, the struggle is part of the trap. It is impossible for the fly to try hard enough to succeed at breaking through the glass. Nevertheless, this little insect has staked its life on reaching its goal through raw effort and determination. This fly is doomed.

Across the room, ten steps away, the door is open. Ten seconds of flying time and this small creature could reach the outside world it seeks. With only a fraction of the effort, it could be free of this self-imposed trap. The breakthrough possibility is there. It would be so easy.

Why doesn’t the fly try another approach, something dramatically different? What logic is there in continuing until death to seek a breakthrough with more of the same?

Trying harder isn’t necessarily the solution to achieving more. It may not offer any real promise for getting what you want out of life. Sometimes, in fact, it’s a big part of the problem. If you stake your hopes for a breakthrough on trying harder than ever, you may kill your chances for success.

Price Pritchett, *Chicken Soup For The Soul*, 1993



Doing something different can free us from our self-imposed limits