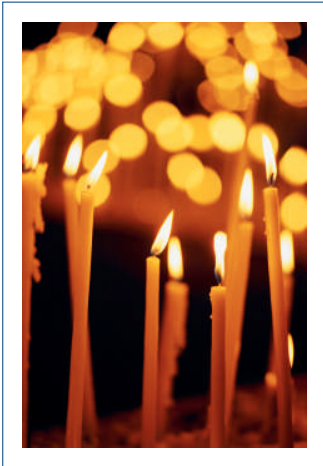




# People, Passion, Performance

December 2008

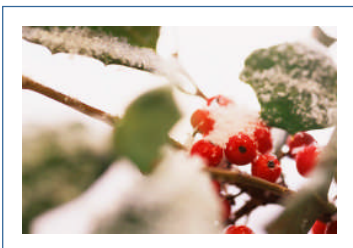
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*Shining your light...*

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*Merry Christmas*

## Building on your successes

### *Creating a fresh perspective for the New Year*

At the end of the year, it's useful to take a moment to reflect on the past 12 months. Reviewing the year is a little like reading the conclusion of a book, it brings together the various storylines woven through the months, and it makes meaning of events that we are often so busy living through, we fail to see their significance.

It also clears the background 'rumble' so that we can move into the new year with a fresh perspective and a greater sense of clarity about the strengths we wish to build upon, the lessons we choose not to repeat and the challenges we wish to embrace in the coming year.

A review can be quick and fun, and is very effective when done with colleagues. On a large sheet of paper - flipcharts work better for groups - draw a diagonal line from the top right corner to the bottom left corner. At the top of the page, write "*What worked well*"; at the bottom of the page write "*What could be better*".

Take five minutes to write down everything that worked well in the top section. Then take three minutes to write down everything that could be better - we can easily get lost in disappointment if we spend too long focusing on the negative, so it's best to limit that time strictly.

Finally, choose three things from the "*What worked well*" section. Take a moment to really celebrate those events ... Consider what you learnt from them ... How can you use these three events in 2009 to build greater success for yourself, your team and your company? Commit to taking a specific action, make a deadline and ask someone to buddy you and support you achieving your goal.

## Merry Christmas and a Prosperous 2009

We would like to take this opportunity to thank all our clients and friends and wish you all a very happy Christmas and a very prosperous year in 2009.

**Quotes from Participants**

*"I feel motivated and uplifted."*

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

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



*Team work creates success*

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*"Only those who risk going too far can possibly find out how far we can go."*

**George Eliot**

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**Thriving in Tough Times***Breakfast Seminar*

If you are looking for fast, fresh ideas to add zest and purpose to your work in 2009, this is for you! After the success of the first breakfast seminar we are running this seminar again on January 27<sup>th</sup>. Places are filling up fast, so it's best to book soon.

If you're quick you can take advantage of our 'Early Bird' special offer: **book your place by 22<sup>nd</sup> December and bring a colleague for free.** [Click here.](#)

Or telephone 01344 628329 today

**Venue:** [Hilton Bracknell RG12 0QL](#)

**Cost:** £65 (inc VAT)

**Time:** 7.30am for 8.00am - 10.00am

**Story - The sense of the goose***United we ... fly!*

Next Autumn, when you see geese heading south for the winter, flying in a "V" formation, you might consider what science has discovered as to why they fly that way. As each bird flaps its wings, it creates an uplift for the bird immediately following. By flying in a "V" formation, the whole flock adds at least 71 percent greater flying range than if each bird flew on its own.

*People who share a common direction and sense of community can get where they are going more quickly and easily, because they are travelling on the thrust of one another.*

When a goose falls out of formation, it suddenly feels the drag and resistance of trying to go it alone and quickly gets back into formation to take advantage of the lifting power of the bird in front.

*If we have the sense of a goose, we will stay in formation with those people who are heading the same way we are.*

When the head goose gets tired, it rotates back in the wing and another goose flies point.

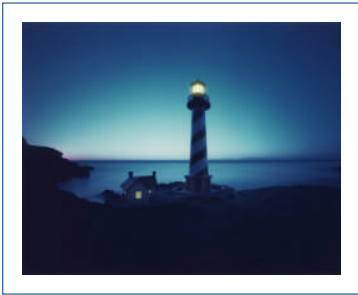
*It is sensible to take turns doing demanding jobs, whether with people or with geese flying south.*

Geese honk from behind to encourage those up front to keep up their speed.

*What message do we give when we honk from behind?*

Finally - and this is important - when a goose gets sick or is wounded by gunshot, and falls out of the formation, two other geese fall out with that goose and follow it down to lend help and protection. They stay with the fallen goose until it is able to fly or until it dies; and only then do they launch out on their own, or with another formation to catch up with their own group.

*If we have the sense of a goose, we will stand by each other like that.*



*Our vision creates the pathway from impossible to inevitable*

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*At first, dreams  
seem  
impossible,  
then  
improbable,  
then inevitable."*

**Christopher  
Reeve**

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*We hope the new year will bring  
you lots of good things.*

## The Black Swan

*The 'impossible' is possible*

Because the daily news can feel very gloomy at present, we would like to share this idea elaborated in [The Black Swan](#) (Taleb, 2008).

It was thought that [black swans](#) could not exist. Until they were discovered. The discovery showed that what is highly improbable can, and does, happen.

It useful to remember this fact, and our ability to create our reality by visioning an alternative (see [Nov 2008 newsletter](#)), when talk of recessions makes it seem that this is the only possibility. Some companies are growing now, not contracting. There is always space for the unexpected.

As Jennifer grew up with black swans on the pond near her home, she can testify that the unexpected is alive and swimming!

## Advanced Facilitator Programme - 2009

*Learn the tools to create transformation at work*

Would you like to learn how to create high performing teams? How to develop your staff *and* save time and money? How to increase productivity?

Help your company through these challenging times to emerge stronger and more creative. In 2009 we are running our Advanced Facilitator training course.

### Learn how to

- develop and bring out the best in staff
- increase productivity
- run shorter, more productive meetings
- reduce waste
- resolve conflicts quickly and easily

### The course consists of

- 2 x 36-hour residentials and a one-day workshop
- The 21-day programme
- In-house apprenticeship
- One-to-one mentoring

### Cost

£4990 + VAT (accommodation costs included)

### Dates

May 6<sup>th</sup> - 7<sup>th</sup>  
June 15<sup>th</sup>  
July 15<sup>th</sup> - 16<sup>th</sup>

[For more information click here](#)