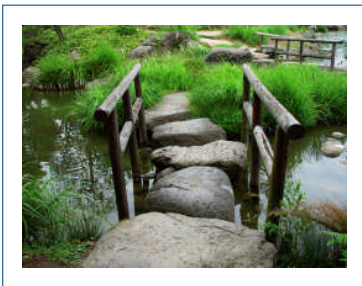




People, Passion, Performance

January 2009

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Stepping stones

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Tools that harness the waves of change

Your Legacy

A compelling vision that inspires...

It is said that we over-estimate what we can do in a year and under-estimate what we can achieve in a decade. Without a long-term vision, our short-term goals are often reactive to immediate, but temporary, concerns in our lives that ebb and flow. Consequently, they are not stepping stones to creating a worthwhile legacy.

Legacies are more than the chance happenings of our lifetime. When we actively create a legacy we transform our lives into lives of purpose, passion and inspiration. This brings out the best in us; it unleashes energy, determination and resilience we never knew we had.

So this year, consider taking a daring challenge: Begin creating your legacy. We can do this at any age. What matters is that it is compelling, that it springs from our passion, that it builds on our strengths and that it inspires us forward, each day, each year... to create something that is deeply meaningful for us.

So this month, this week, this very day - why not take 20 minutes out to create your legacy? Begin with a moment of stillness, allow your breathing to slow ... your mind to still ... Imagine you are 85 years old and you are looking

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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 27th. Places are filling up fast, so it's best to book soon.

For more information and/or to book, [click here](#).

Or telephone 01344 628329 today

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

Cost: £65 (inc VAT)

Time: 7.30am for 8.00am - 10.00am

Thriving in Tough Times 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."



Great oak trees grow from tiny acorns

"A good business is guided by more than just the bottom line. It's guided by 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
(Attrib)

*Inventor of the
Worldwide Web*

Your Legacy

(Continued from page 1)

back over your life - take a few minutes to recall the achievements that bring you most joy, most satisfaction...

Now, using this vision, move to a shorter timescale. How would you like your life to be at the start of 2019? What will you have accomplished? What qualities and strengths will you have developed? What contributions will you have made at work? What relationships will you have strengthened? How will the world have benefited from your unique talents and skills?

These are the beginnings of your legacy; they can be adapted, improved and elaborated upon over time. Now consider what you would like to have achieved by the end of this year, to bring you closer to your legacy. Make it a daring challenge. Challenges give us something to 'test our metal' against, something to strive for that we may consider a little beyond our grasp. And the rewards of rising to those challenges - whether we succeed or not - is the development of new skills and qualities, new friends and insights. So there's nothing to lose!

Story - And the Miracles?

Doing the impossible creates opportunities for miracles

Once upon a time, centuries ago, a little reed box with a baby floated by Pharaoh's daughter as she bathed in the Nile. The Midrash says that she stretched out her own hand and pulled in this little boat and raised the baby who became Moses. She did it herself, not through one of her servants who were with her. But that's no miracle. That's menschlichkeit and common sense.

But my Rabbi, Matthew Simon, taught me that the Kolzker Rabbi points out the miracle of that moment: the little boat was 100 feet away and yet she stretched out her hand and a miracle happened - her arm became long enough to pull the crude vessel to her. She began the cycle which would end with exodus and freedom.

And this is what the Kolzker says: because she didn't sit around thinking, 'Can I do it? Isn't it too far away?' she just did it, the miracle happened.

He says that's the way people-who-want-to-do-good-things operate. They just do these things and as a result - miracle of miracles! - they accomplish the impossible."

Danny Siegel, 1990, CAJE Education Conference

The Framework for Transformation

The 'Here and Now'

In past newsletters we looked at the Eight Tools of Reflection. The tools sit within a wider framework which includes 12 Principles that map out the essential building blocks for achieving lasting change in organisations.

The first principle is to start in the 'here and now' which is the point of reality, the point of power, the point of action and the point of potential change. All these exist only in the now rather than the past, which no longer exists, or in the future, which does not yet exist. So it is important that you are in touch with yourself in the here and now and then widen that out to an awareness of what is currently happening to your team and more globally what is the here and now situation of your company.

Be aware of what is happening right now and let that guide and inform your thoughts and your actions. In this way you create the future out of the reality of the present rather than out of some notion that may well now be out of touch with what the present requires. Too many companies live in the past and a vague future rather than being grounded in the strength of the here and now.

An Exercise

Allow yourself a few moments to relax, then turn your awareness to your five senses - notice what you are seeing... hearing... sensing through touch... what can you smell and perhaps taste? Just allow the senses to come to you rather than directing them. Just notice... Now turn your awareness to your internal bodily experience - what are you feeling (sensations, emotions)? Just notice... As you have been doing this you may also have noticed your thoughts coming and going... Your senses, feelings and thoughts are all part of your immediate here-and-now experience.

Gradually expand your awareness to take in your wider surroundings, perhaps your team or department, your company. What is calling your attention? Take a few minutes to jot down what you discovered. You may want to repeat this exercise regularly. The more you do, the more you will find yourself connected of what is happening right here, right now, in the present moment - the point of potential change.

Advanced Facilitator Programme - 2009

Learn the tools to create transformation at work

Learn how to bring out the best in your staff, increase productivity and engagement, and reduce waste.

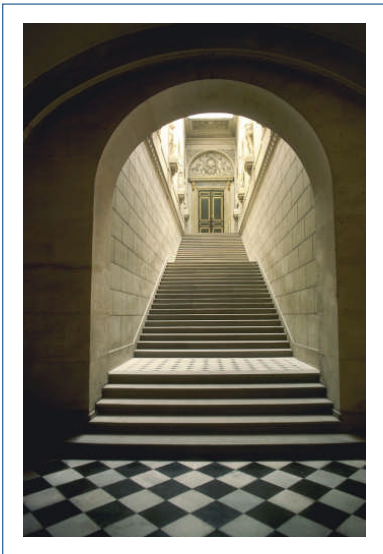
Cost: £4990 + VAT (accommodation costs included)

[Early Bird Special - £500 off when you pay your deposit of £500+VAT by Feb 27th](#)

Dates for 2009

May 6th - 7th & June 15th & July 15th - 16th

[For more information click here](#)



Challenges are the doorways to our greatest gifts

"The secret of life is to have a task, something you devote your entire life to ... and the most important thing is - it must be something you cannot possibly do!"

Henry Moore
