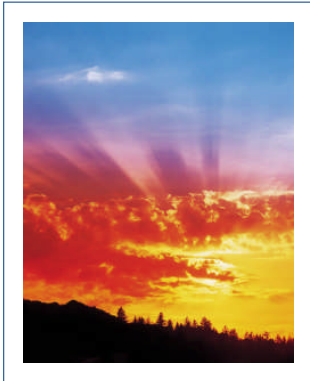




# People, Passion, Performance

February 2009

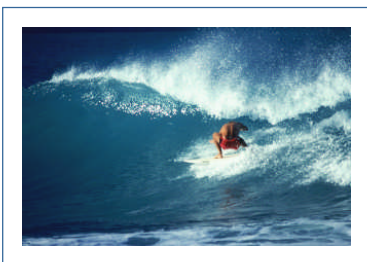
Lamont Associates, 3 Kinross Avenue, Ascot, Berkshire SL5 9EP  
www.lamontassociates.com info@lamontassociates.com Tel: 01344 628329



*"Starting today, we must pick ourselves up, dust ourselves off, and begin..."*

## INSIDE THIS ISSUE

- 1** Values and Vision on a global scale  
Thriving in Tough Times
- 2** Values and Vision on a global scale (cont'd)  
Story: Walking Alongside  
Advanced Facilitator  
Programme
- 3** The Framework: Principle  
No.2 – Values and Vision  
Applying the Vision



*Tools that harness the waves of change*

## Values and Vision on a global scale

*From the greatest to the smallest of challenges...*

Hope and realism, that is the tension that President Obama sought to elaborate in his inaugural address. It is a timely reflection. We are in an economic downturn that may be longer and deeper than any in recent times, and yet, if this story is to remain the focus of our vision, our thoughts, and our actions, very little will change.

It is the infusion of hope that creates a vision, that lifts us out of our worst fears and gives us the courage to make decisions, to accept what is, whilst still seeking to create something new. Such is the power of having a vision, and acting out of our values, that we are able, not only to embrace challenge, but to exceed our own expectations of what is possible.

This is not necessarily easy. Indeed, having values demands rigour in order to act in line with our values, even when that is neither comfortable nor convenient. It demands discipline, for we cannot choose to embrace our values in moments of ease and reject them when they require more of us than we are willing to give.

So, globally and locally what does it mean to put values and visions to work in business? It means taking the challenge of today - a deluge of too much work, a run in with a colleague, a set-back with a client - and passing it through the prism of your values ...

(Continued on page 2) →

## Last in the series: Thriving in Tough Times

*Breakfast Seminar - March 26<sup>th</sup>*

We offer a last chance to attend this very well-received seminar. To see previous participants response [click here](#).

In just two hours, you will discover **powerful, practical, proven tools** that will help you and your company emerge from these challenging times with greater clarity, commitment and confidence.

**Early bird special** - bring a colleague for free if you book before February 27<sup>th</sup>. 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

## Advanced Facilitator Programme - 2009

*Learn the tools to create transformation at work*

The Advanced Facilitator leadership programme is an in-depth, 3-month intensive training which equips you to be a *driving force for positive change* within your company.

Learn how to:

- Develop your personal leadership skills
- Inspire your staff to deliver exceptional results
- Bring out passion, vitality and commitment in your colleagues
- Build teams that maintain high performance and high morale with minimum effort from managers

**Cost:** £4990 + VAT  
(accommodation costs included)

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

### Venue

Uplands (De Vere),  
High Wycombe, Bucks.

### Dates for 2009

May 6–7, June 15, July 15–16

[For more information click here](#)

## Values and Vision on a global scale

(Continued from page 1)

... and your vision. This requires dedication and commitment. Too easily the old habits rear their heads. It requires that you become aware of your core value, for example it might be Humour, and let that value guide your choices and actions in response to the deluge, colleague or client.

Birmingham City Council had the audacity to place values at the heart of what it does and to bring daily behaviours and actions into line with the values: Belief, Excellence, Success, Trust. The results speak volumes. In 2006, confidence was low, with only 24% of staff saying that change was well managed and only 56% saying they felt motivated. Two years later, 83% felt motivated in their jobs and 90% felt proud to work for the council. Values work fast and deep.

In a society that too often encourages the easy option, living through our values provides us an opportunity to grow, to stretch ourselves, to discover new depths and greater resources within ourselves and to apply them in our lives. It is an effort that is seldom wasted.

## Story - Walking alongside

### *From Neil Denny*

I fell off my bike on Tuesday. I had seen some sheet ice up ahead on the cycle path and so started to brake in plenty of time. As I swung my right leg over the saddle to dismount I realised, too late, that I was already on black ice.

The bike and I went down. My cycle helmet hit the pavement with a sickening crack (thank God I had put it on) and I took the rest of the fall squarely on my right shoulder. I was embarrassed and shocked but picked myself up and started to walk along the grass verge past the ice.

Another cyclist passed me by a few metres and having done so, then stopped and waited for me to catch up with him.

"You've fallen off, haven't you?" he said. "Yes" I replied. With that he got off his bike and walked alongside me for a while.

"Are you okay?" he asked, "Where did you hit?" and such like. We walked for maybe a few hundred metres as he made sure I was alright. Was there anything he could do? Was I sure that I was alright to carry on? and so forth.

And then, once we got to safer surfaces he said goodbye and continued on his own journey. Frankly, I was touched by this unselfish concern and compassion.

It struck me that this was a powerful story.

These are historic days with the markets and challenges we all face. As Obama says, we do have to pick ourselves up and dust ourselves off, but do you know what?

When we have someone who chooses to stop on their own journey, and chooses to walk alongside us for a while, then it makes a terrific difference.

I wonder what we can each do to help our contacts and colleagues. How can we walk alongside them for a while, and what would that mean to them?



*Our vision and values create a structure through which we can make difficult decisions*

### **Thriving in Tough Times** **Quotes from January** **Participants**

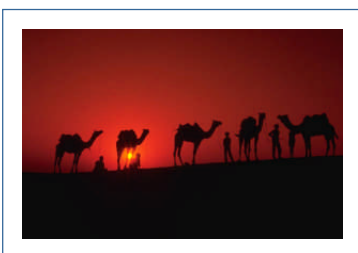
*"Fabulous. The best session I've been on."*

*"I learnt new skills that I can apply immediately when I return to the office"*

*"The complete informal, relaxed approach made it very interesting"*

*"People who would probably be more reserved came out of their shell."*

*"Good participation leading to a constructive, useful session."*



*Our vision and values give us the strength to endure the tough times*

## **The Framework for Transformation**

### **Principle No.2: Values and Vision**

Last month we looked at the principle of always starting from the present reality of the here-and-now. The second principle is to hold the here-and-now in tension with our values and vision, indeed to let the values and vision inform and flow into the here-and-now.

If you are uncomfortable with a colleague, hold that in the perspective of your vision. Do you really want to be skirmishing down there in the weeds? Does that take you any nearer to your vision? And how can your values temper and embolden your response to your colleague? Are ego, or cowardice or impatience clouding the issue?

Our values are fundamental to who we are. They give us a sense of what is important and enduring in our lives. They reflect the way we wish to live and they determine the legacy we leave. They provide a framework through which we can make decisions that support our vision and our beliefs.

#### **Activity:**

Take a moment to become still and breathe... allow your mind to become still. Now become aware of the issue on top for you and with this in mind, project yourself forward to your vision of your life in 10 years from now.

With this big picture in mind, come back to the present moment... What are your fundamental values, those values by which you choose to live...? Going back to the issue on top, pass it through each value... Allow a vision to emerge for the action that would be in line with your values...

What has become clearer for you? What will you do now?

## **Applying the Vision**

### **Choosing a different way**

At a time of flattened profits and job cuts - hard times - Andrew Witty, the new CEO of GlaxoSmithKline, has chosen to take a courageous and far-reaching long-term decision. He has a vision of helping to develop and provide the drugs needed for the world's poor, of creating a 'patent pool', and of cutting prices radically.

It is a risky step, and he and the company are taking that step at a time when many businesses are focused only on short-term survival. Cynics will remain cynical. But for those who believe that change is possible, this vision of a different way of being a pharmaceutical company is a sign of hope. What are the signs of hope in your organisation?

Vision is the powerhouse that drives us forward in the world, that inspires our choices and behaviours, our willingness to take risks. Values are the cement that holds it together.