

talking about...

... *designing better relationships for better outcomes*

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Talking About Pty Ltd

"In times of change, the learners will inherit the earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists."

... **Eric Hoffer (1902-1983)**

Connecting People with the Future

"Leadership is based on inspiration, not domination; on cooperation, not intimidation"

... **William Arthur Wood**

William Wood's words speak to what we see as effective leadership. At Talking About, we hold the view that the most effective leadership is NOT based in the direct and aggressive use of power and fear, although many people who we call "leaders" seem to believe it is. In our view, domination and intimidation speak more to the maintenance of power than to developing willing followers, which we see as the basis of effective leadership.

The key word here is "willing". There are a number of ways of defining someone's willingness. It can be said that willingness can be created out of fear, but such willingness relates to avoidance rather than committed engagement. Aggressive use of power readily stimulates this type of "willingness" as those being led seek to avoid pain and conflict. In many ways such willingness is born out of a lack of choice – engage or suffer the consequences. Such willingness can best be maintained by the regular use of aggression. Hence you will often see some leaders use an aggressive style at various times to ensure "motivation". The outcome of such a style over time is that those being led tend to become stressed and withdrawn.

We prefer the idea that "willingness" comes from an uninhibited choice. In this definition, people move to action because they want to and see the benefits for themselves, not because they feel they have to. This speaks to Wood's idea of inspiration and cooperation. We believe that such an approach generates better organisational and personal outcomes.

One idea that gets thrown up with this distinction of "willingness" is that people will choose the extent to which they follow someone's lead. If you are seeking to lead others, this begs the question, "How can I inspire others to follow me?" Here we come to a simple thought that is consistent with coaching. An effective leader has to be going somewhere and that somewhere is, by definition, in the future. Even though we all spend a considerable amount of time speaking and thinking about the past, our future always lies ahead of us. Inspired leadership connects people to a future that engages them – one that they can see as being beneficial for themselves. So it follows that aspiring leaders can create an identity of someone who engages in conversations that connect people to the future.

This may sound obvious, however our experience is most people do not do this very well. To connect people to the future, we can think about what the future may bring; we can ask questions that are future focused; we can encourage conversations that explore new possibilities. Most people can do this, but tend not to. They prefer to look backwards and try to

explain the past. They ask "why" rather than "what do I want to create?"

If you lead others or aspire to leadership, we invite you to reflect on how much you focus on the future and engage in conversations with others about future possibilities. You may well find your own inspiration in doing so.

"The best way to predict the future is to invent it."

... Alan Kay

A Little Word Play ...

Given that we look to language to as one of the keys to unlocking our way of being, we thought we might share these.

- Those who jump off a bridge in Paris are in Seine.
- A backward poet writes inverse.
- A man's home is his castle, in a manor of speaking.
- Dijon vu - the same mustard as before.
- Practice safe eating - always use condiments.
- Shotgun wedding: A case of wife or death.
- A man needs a mistress just to break the monogamy.
- A hangover is the wrath of grapes.
- Dancing cheek-to-cheek is really a form of floor play.
- Condoms should be used on every conceivable occasion.
- Reading while sunbathing makes you well red.
- When two egotists meet, it's an I for an I.
- A bicycle can't stand on its own because it is two tired.
- Time flies like an arrow. Fruit flies like a banana.
- In democracy your vote counts. In feudalism your count votes.
- She was engaged to a boyfriend with a wooden leg but broke it off.
- A chicken crossing the road is poultry in motion.
- If you don't pay your exorcist, you get repossessed.
- With her marriage, she got a new name and a dress.
- When a clock is hungry, it goes back four seconds.
- The man who fell into an upholstery machine is fully recovered.
- You feel stuck with your debt if you can't budge it.
- Local Area Network in Australia: the LAN down under.
- He often broke into song because he couldn't find the key.
- Every calendar's days are numbered.
- A lot of money is tainted - It taint yours and it taint mine.
- A boiled egg in the morning is hard to beat.
- He had a photographic memory that was never developed.
- A plateau is a high form of flattery.
- A midget fortune-teller who escapes from prison is a small medium at large.
- Those who get too big for their britches will be exposed in the end.
- Once you've seen one shopping center, you've seen a mall.
- Bakers trade bread recipes on a knead-to-know basis.
- Santa's helpers are subordinate clauses.
- Acupuncture is a jab well done.

Train of Life

*Some folks ride the train of life, Looking out the rear,
Watching miles of life roll by, And marking every year.
They sit in sad remembrance, Of wasted days gone by,
And curse their life for what it was, And hang their head and cry.*

But I don't concern myself with that, I took a different vent,

*I look forward to what life holds, And not what has been spent.
So strap me to the engine, As securely as I can be,
I want to be out on the front, To see what I can see.*

*I want to feel the winds of change, Blowing in my face,
I want to see what life unfolds, As I move from place to place.
I want to see what's coming up, Not looking at the past,
Life's too short for yesterdays, It moves along too fast.*

*So if the ride gets bumpy, While you are looking back,
Go up front, and you may find, Your life has jumped the track.
It's all right to remember, That's part of history,
But up front's where it's happening, There's so much mystery.*

*The enjoyment of living, Is not where we have been,
It's looking ever forward, To another year and ten.
It's searching all the byways, Never should you refrain,
For if you want to live your life, You gotta drive the train!"*

... Author Unknown

Upcoming Events

International Coach Federation (ICF) Third International Conference

"Professional Coaching ... from the inside out"
September 29th and 30th, at the Queensland University of Technology (QUT), Gardens Point Campus, Brisbane, Australia.

Talking About's Coaches are members of the ICF and we subscribe to their standards and ethics and support their objectives. For those of you who are interested in finding out more about where the world of coaching is heading, we invite you to consider attending the ICF's third International Conference in September.

The ICFA (Australasia) has designed this conference as a catalyst for continuing to move coaching towards a profession, and to support all coaches in continuing to improve their own professional practices. A large part of this journey will be respecting the diverse paths that practitioners have taken to coaching, and to highlight the shared elements in the practice of professional coaches.

The first keynote address will be delivered by Patrick Williams, renowned psychotherapist and coach. The theme will be **"The Future of Professional Coaching: Taking a Stand for Quality."**

He will focus on how the profession evolved, where it is today, and what is needed for coaching to be recognised and embraced worldwide by consumers, clients, and organizations. Patrick will also offer an Interactive Learning Community - "The Theoretical Foundations of Coaching". He will outline how the theories, techniques, and strategies from decades of psychotherapy research and application have influenced modern day coaching.

Details on Patrick and other keynote presenters, Sir John Whitmore and Marcia Reynolds, and the full program can be found at www.icfaustralasia.com. Keep an eye on the website where you can watch further developments of the Conference Program, Register and learn about local Chapter events.

Our Web Site

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www.talkingabout.com.au. We invite you to take a look.

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