



talking about...

February 2012

... designing better relationships for better outcomes

Following On ...

You may recall in our last newsletter that we spoke about the challenge of taking learning beyond simply acquiring knowledge into more effective action. Each month, we put up our newsletter on our LinkedIn group and invite comment. This month there were a couple of great ideas that I thought I would share with those of you who are not part of that LinkedIn conversation.

Steve Trivett, who is a passionate ontological coach from the UK, noted that:

... learning should be seen as an investment for the whole team/organisation. Everyone should share in embedding key behaviours that would clearly enhance performance or improve relationships. Without these conversations to share good practice they merely foster a knowing-doing gap. Those who want to change their way of working as a result of attending a course find that others tune-out or become openly hostile to the idea of having to learn something new and keep up-to-date. As a result, so much new knowing never results in new doing. This perhaps makes the case for team learning that focuses on adopting new behaviours that relate directly to real change issues.

Stephen McKenzie, a supervisor in our coach training program based in Queensland, offered this very practical approach to better embodying learning:

1. Tomorrow - spend 5 mins reviewing a learning from the workshop
2. In 1 week - spend 10 mins reviewing the workshop notes
3. In 1 month - spend 20 mins reviewing the notes
4. In 3 months - spend 30 mins reviewing the notes

Thanks to both of you for these additional and useful insights.

We now have over HUNDRED people participating in our LinkedIn conversations and we invite you to join in at <http://www.linkedin.com/groups?gid=3716581> and add your ideas to our conversation. You and your ideas would be most welcome!

Lines and Loops

"Narrative is linear, but action has breadth and depth as well as height and is solid."

... Thomas Carlyle (1795-1881) Scottish essayist and historian

Our sense of time is linear and, as a result, when we think about our life, we consider it as a sequence of events occurring one after the other.

It is hard to go past this common sense view to life and I have no intention of asking you to do so here. However, this sense of sequential living can create a blindness for us. Our linear sense of time can predispose us

to think of life as only being sequential in nature, whereas there are many aspects of life that are better seen as a loop or a cycle. This may sound like me being a bit pedantic here, but let me explain. When we see the world in a linear way, we tend to focus on the future and what's next. This is particularly so as we become busier and busier.

The busier we become, the more we tend to focus on tasks and the less on the human context of those tasks. If life was just about tasks, then a sequence makes sense but being human involves coordinating with others and this involves communication. And effective communication involves loops.

For example, we use a model of an action conversation that was originally developed by Fernando Flores as a means of developing the original workflow software back in the seventies. This has been known as the "Promise Cycle" as it is a loop. We share this model with many people and, when we do, it is rare that someone does not recognise the various aspects of cycle - requests, promises and so on. What they often had not seen is the pattern of the cycle. This is just one example.

As ontological coaches, we are trained to see various relational loops and more importantly to understand the various breakdowns in these loops and how to address them. When thinking of human interaction, it serves us well to think of loops rather than lines.

Talking About Pty Ltd

PO Box 6652,
St Kilda Rd Central,
Victoria, 8008.

Ph: +613 9504 3558

info@talkingabout.com.au
www.talkingabout.com.au



"We might possess every technological resource... but if our language is inadequate, our vision remains formless, our thinking and feeling are still running in the old cycles, our process may be 'revolutionary' but not transformative."

... Adrienne Rich (b. 1929) US poet and educator

Can you read this ...

Another one from Greg... Thanks!

7H15 M3554G3 53RV35 7O PR0V3 H0W 0UR M1ND5 C4N D0
4M4Z1NG 7H1NG5!

1MPR3551V3 7H1NG5!

1N 7H3 B3G1NN1NG 17 WA5 H4RD BU7 N0W, 0N 7H15 LIN3
YOUR M1ND 1S R34D1NG 17 4U70M471C4LLY

W17H 0U7 3V3N 7H1NK1NG 4B0U7 17, B3 HUMBLE! ONLY
C3R741N P30PL3 C4N R3AD 7H15.

The hardest part of raising a child is teaching them to ride bicycles. A father can only ride beside the bicycle or stand yelling directions while the child falls. A shaky child on a bicycle for the first time needs both support and freedom.

... Sloan Wilson (1920-2003) US novelist

Talking About... Webinars

This is your final chance to take part in our complimentary webinar "Miserable & Overwhelmed? Three Sure Fire Steps to a Happier You!" You might be feeling miserable and overwhelmed in all areas of your life or just wanting to feel more fulfilled at work... Either way this webinar is for you!

If you want to be a happier, more fulfilled you then you can't afford not to do this. If you don't you are leaving the door open for more of what you don't want... more misery, more dissatisfaction, more disconnection. What we believe about what is possible is a key determinant of our ongoing happiness and fulfilment in life. An integral element of the equation is being aware of how our current beliefs may be sabotaging us or holding us back from being happy.

"Miserable and Overwhelmed: Three Sure Fire Steps to a Happier You!" is THE complimentary webinar you can't afford to miss!

Here's what we cover...

- Understanding the powerful role of the sub-conscious mind and how it influences your beliefs
- Understanding and identifying your current pain points and how they can limit your choices for happiness
- What it takes to do it differently...

C'mon, get happy!

Register for a session to be held on Tuesday 6 March 2012 from 1200-1245PM AEDT now by going to this link before :

<https://www3.gotomeeting.com/register/328200798>

Our Web Site

More articles and information about our work can be found at our web site, www.talkingabout.com.au.

Subscribing to talking about

Do you know others who might be interested in reading our e-zine? If so please feel free to send them a copy or ask them to register by sending an e-mail to newsletter@talkingabout.com.au.

To unsubscribe from this e-zine, simply reply to this e-mail with the word "unsubscribe" in the subject area.

Copyright © 2012
Talking About Pty Ltd
ACN 112 307 892
info@talkingabout.com.au
Telephone: +61 3 9504 3558

