



eNewsletter

January 2010

Welcome to 2010. Hoping you all had a great Christmas and New Year.

As always, enjoy the read and seek to implement one small change that can make a difference.

Focus on what's working

How often have you heard yourself or others ask – “what is the problem or issue ?” We apply this problem solving approach to most everything in our own life as much as in our organisations. It is part of our language and education. I know from my own experience that engineering and project management taught me to solve problems. We look for a “need” or “gaps” or what is missing to help individuals, managers, teams and organisations solve their problem.

My challenge to you is to instead ask “what is going on well around here ?” or “what worked in the past that I/we can leverage off ?”.

Allow me to introduce you to an approach to change and improvement known as Appreciative Inquiry (AI). The approach is a conscious positive search for what is working well, the successes and high points of experience and service together with an analysis or understanding of the "root causes of success". Literally, it is asking questions about what we value or appreciate in order to "improve" and to build on what we have discovered. [Read More](#)

Your Best Self

Given that it's the new year, the following questions may assist you to reflect and look forward.

1. List five adjectives that describe you at your best.
2. What prevents you from being at your best?
3. What energizes you?
4. What saps your energy?
5. What are you learning and accepting about yourself at present?
6. In what ways do you currently spend time, that if you were to spend it differently, would yield greater happiness and achievement?
7. What's the smallest change you can make heading into the New Year that would make a difference?

To Ponder.....



I can complain because rose bushes have thorns, or rejoice because thorn bushes have roses. It's all how you look at it.

J. Kenfield Morley

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