

The ENERGY Bulletin

A corporate news bulletin from The Energy of Conversation

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THE COLLECTIVE UNCONSCIOUS

Peter Harvey, Chairman of Newham Chamber of Commerce once heard a business leader declare that he was "fed up with training people who just go and leave". Peter's counter? "What if you didn't train them and they stayed."

Investment in soft skills development is essential for it's often those soft skills that give teams a hard edge and a stronger focus. An organisation's capacity for learning and improving is unlimited. Carl Jung believed in a Collective Unconscious that stored boundless knowledge and ideas from both past and present and that each of us had a direct line into this vibrant central hub.



If Jung is right the Collective Unconscious of an organization is a vast and largely untapped pool of energy, creativity and inspiration, and not only do you have a lifetime of unconscious creativity to tap into, but you also have 2 million years of knowledge and wisdom to source! Now that is extraordinary and unlimited potential just waiting to be accessed.

Energy + Enthusiasm = Motivation

In psychology, habituation is the psychological process in humans and animals in which there is a decrease in psychological response and behavioral response to a stimulus after repeated exposure to that stimulus over a duration of time - i.e. if stimulus is sustained, a person stops responding. Keeping things fresh to maintain a creative response is vital. Inspiring workshops, courses and seminars can inject new life and energy into teams.

3Q

This is a new feature in the Energy Bulletin where we ask key professionals what three questions they would like an answer to. This issue's special guest is Puneet Sachdev, Learning and Organisation Development Manager at Visit Scotland.

- 1) How do you upskill front line and middle managers and what topics do people cover as a part of their management development curriculum?
- 2) What is a not very time consuming way to evaluate 'business impact' of management development interventions?
- 3) How do other organisations manage the vast numbers of emails reaching staff inboxes; what is the solution to this common problem?

Email Puneet.Sachdev@visitscotland.com with your suggested answers.



COACHING MODELS – The 4 Cornerstones

There are 4 cornerstones to job satisfaction which each contribute to overall staff confidence:

COMMUNITY – to feel that I am part of an interacting group

WORTH – to feel that I am heard, appreciated and valued

INSPIRATION – to feel I am challenged and motivated into action

GROWTH – to feel that I am continually learning and developing

If the staff within your organisation were asked to rate each cornerstone out of 10, how would they mark each one, what would the overall means be and how would you pull up the scores?

BOOK WATCH

Mastery George Leonard

The Work We Were Born To Do Nick Williams

The Leader's Guide to Lateral Thinking Skills Paul Sloane

Feedback on the bulletin or any general enquiry about *The Energy of Conversation* is always welcome.

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