

From My Desk

By
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"Once you make a decision, the universe conspires to make it happen."

Ralph Waldo Emerson (1803-1992)
American poet, lecturer and essayist



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Welcome to Issue 3 of *From My Desk*!

Greetings and welcome to you all.

Well the past month has been reasonably quiet from an IT perspective (touch wood!), although who knows what will happen when my website finally migrates over to Zen Cart, making it better and even more user friendly and hopefully, better looking.

My website, <http://www.michaelascherr.com>, continues to evolve with new health and beauty product links, as well as more self help links, a quotations page, changing content and a new course listed on the Events page.

Not so quiet in other areas. I started taking some Abundance flower essences a couple of weeks ago. Why? Sometimes as I sit and write, and write and write, I begin to feel sorry for myself if nothing appears to be happening. So far I've been 'found' by a long lost aunt and uncle in Germany, closely followed by a 'long lost' cousin who I hadn't seen in 40 years, as well as other family members. It's been an amazing few weeks!

Abundance comes in many forms, mine happened to be in relation to friendships and family. Sure, financial abundance was welcome however this time around it was more important for me to reconnect with family and sort what needed sorting.

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More on flower essences, one of my articles on flower essences will be published in May in Vibration Magazine, Journal of Vibrational and Flower Essences, a quarterly and internationally-read online publication. It's a beautiful publication with back issues available for reading and contemplating. You can find them at <http://www.floweressencemagazine.com/>

This issue I've included two interesting articles, one by *Dr David Krueger* on strategies for avoiding change, the other by *David Scherr* on the *abundance mentality*. You'll also find some feedback from a *brilliant performance coach, Peta Haines*, on some coaching we did - it's been a privilege working with you. Many thanks for your kind permission to reprint!

From My Desk was recently accepted by a website called Ezine Directory at <http://www.ezine-dir.com/Health/>. If you'd like to you can rate and/or recommend *From My Desk* (it's anonymous) if you follow the link. I extend my appreciation to you in advance for doing so and thank you to those who have already done this, it's really appreciated!

Said Spouse commenting on my writing style..."You write like Yoda, it's confusing". Hmm, write like *Yoda*? Refuse to accept your feedback, I will and continue to write in my style, will I".

Until next month, may abundance of all that is good and wonderful find you wherever you are!

Michaela

"Remember, a Jedi's strength flows from the Force. But beware. Anger, fear, aggression. The dark side are they. Once you start down the dark path, forever will it dominate your destiny"
Yoda

Transformational Coaching - Client Feedback

"I am a performance coach so you would think that I would easily be able to find my way out of any mind maze that I might be boggled down with. For the most part that is true and occasionally I find myself in a tricky tangle. It's about this time that I contact Michaela.

As well as being a fun, genuinely caring individual, she is a transformational coaching genius! Within a short amount of time, Michaela can get me back up and running even better than before.

She has a uniquely successful approach which I *have not* encountered with anyone else. Her approach allows you to be you no matter what and to access all the choices available to you to get the result you want. Above all, she has a fantastic sense of humour and before long that tangle is nothing more than a bit of wool for the cat to play with.

If in doubt, check her out!"

Peta Haines, Performance Coach

For *intuitive Transformational Coaching* appointments email enquiries@michaelascherr.com, visit <http://www.michaelascherr.com/TransformationalCoaching.htm> or telephone 07 3863 0688, mobile 0402 208 577

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I recently had the pleasure of reading a book called *The Dance of Anger* written by Harriett Lerner, PhD and first published in 1985. This is a book written predominantly for women however after reading it, found it to be just as relevant for men (except maybe the epilogue which is about the 'sisterhood').

Book Review

The Dance of Anger
by Harriett Lerner,
PhD

I had several 'aha' moments as I read through *The Dance of Anger* and gained valuable insight into some of my own patterns and the underlying reasons of why the loop, or 'the dance', begins.

The book contains chapters on anger with relationships between our partners, relationships between mother and daughter, mother and son, father and son and friendships. Not only does this book explain the unconscious strategies we run (or looping), which the author calls 'the dance' but also has sound suggestions on how best to deal with these in order to break the cycle.

Some issues you'll have explained in this book may be familiar to you. There are chapters on: who is responsible for our anger, the blame game - he said she said, the family triangle (ie you're angry at your spouse and so you seek an alliance with another family member), he says she's over-emotional, she says he doesn't respond, anger at parents and when anger turns to tears.

New habits can take time before they become a comfortable and unconscious habit, so if you're going to work with these new strategies allow yourself to experience a setback every now and again and persevere.

This book was re-released last year to mark its 20th birthday. There are some great insights in this book and I highly recommend it to anyone in a relationship, not in a relationship, thinking about a relationship, or has children.



≡ **Intuitive Readings** ≧ Need answers to your questions? Welcome greater clarity and self awareness into your life and open the door to new possibilities, more success, and a new way forward today through an intuitive reading.

As an intuitive I connect with you at the soul level to receive insights and messages. What is revealed may include past life issues (generational/cultural), future possibilities in accordance with your current mindset, as well as become aware of personal obstacles and patterns.

All sessions are confidential, transformational, and empowering. ≡ Call for an appointment with Michaela today on **07 3863 0688** email enquiries@michaelascherr.com.

18 Strategies for Avoiding Change by David Krueger, MD

Change is not simple. Otherwise, why would we repeat behavior that doesn't work - especially those actions that lead to stifling debt, disappointing careers, or stuck relationships? (And then do it harder - yet expect a different result!)

Why is it not obvious to us that trying to exit an old story by simply writing a better ending only recreates the same story over and over again and ensures that we remain in it? That a thousand better endings to an old story don't create a new story? That the past cannot be changed and is a settled matter? That too often, we see ourselves as victims of the stories that we author and the feelings we create?

Sometimes we become able to engage something for the first time only through our efforts to deny it. Here are 18 time-honored, proven strategies for avoiding change; perhaps one or more of these will ring a bell of familiarity.

(This article has been reprinted with kind permission from Coach Training Alliance at http://www.coach-training-alliance.com/component/option.com_frontpage/Itemid,30/)

"The greatest revolution in our generation is that of human beings, who by changing the inner attitudes of their minds; can change the outer aspects of their lives."

Marilyn Ferguson, (b.1938-) American author

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1. Focus on the system.

Devote special attention to the things that seem frustrating, out of your control, and impossible to address: politics, corporations, and economics. Systems must remain in focus as broad categories in order to feel distanced and disaffected.

2. Maintain a focus on theory.

Avoid detail, singular aspects, and applications. Remain theoretical about how to transform various systems, about what needs to be done, maintaining the frustration of what seems to continue out of your control.

3. Be oppositional.

Believe that the answer will appear when you step out of the box, or when you simply oppose the system.

4. Keep the point of reference external.

Keep believing that the antithesis of conformity is opposition; know that one or the other of these external points of reference - conformity or opposition - holds the real truth.

5. Do not decide.

Allow the urgency of a situation to decide for you. The gravity of a last-minute emergency forces action and avoids planning. Waiting for the deadline excuses responsibility for thoroughness and excellence.

6. Retreat to the rulebook.

Maintain a steadfast belief that the answer is more rules and further structure.

7. Debate the obvious.

And give energy to the controversial.

8. Believe in experts unequivocally.

Believe their expertise is authoritative. Dismiss any notion that expertise is perceived, processed, and filtered through assumptions, belief systems, and prejudices of experts.

9. Avoid seeking your own information.

Refrain from developing your own solutions when you have experts to listen to. Rather, find someone to provide a map for you and avoid anyone who wants to help you develop your own guidance system to navigate.

10. Stay logical.

Always find some cause-and-effect relationship to explain things otherwise not understandable. Maintain a consistent external focus to blame someone, or find some tangible explanation that offers a specific, concrete focus on what is wrong. (Warning: Much work is required to maintain this caveat, as you must be certain that the obstacle can never be totally removed, or its causal effect would have to be confronted as inaccurate. The perceived cause must always be just beyond reach and remedy in order to remain as blame.)

11. Second verse, same as the first.

Keep doing the same thing and expect a different outcome. If the outcome doesn't change for the better, then do the same thing harder.

12. Be suspicious of new ideas...

The old ideas are hard enough to keep track of, right?

13. ...And squelch them.

New ideas, being perturbators of the existing system, must be curbed or silenced.

14. Meticulously guard against mistakes.

The best way to be sure to avoid mistakes is to keep doing the same thing again and again, with perfection as the goal.

15. Maintain a focus on failure.

Give failure the proper respect, even fear, so that it remains ever in focus with its guiding principle of avoidance.

16. Beware new strategies.

Be extremely wary of new approaches and solutions, and invest instead in enforcement of the existing approach.

17. Focus on mistakes.

When you make mistakes, keep your attention on them and on your efforts to get them right.

18. Hold onto prejudices.

Hang onto those prejudices, because they are markers of emotional land mines.

As you can see, change is difficult.

In fact, the only thing harder than change is trying not to change.

David Krueger, MD (www.mentorpath.com) is the former Clinical Professor of Psychiatry at Baylor College of Medicine where he practiced and taught Psychiatry and Psychoanalysis. He is author of 12 books and founded and served as CEO of two healthcare corporations. Dr. Krueger is now the Dean of Curriculum and Lead Mentor for [Coach Training Alliance](http://www.coachtrainingalliance.com) where he teaches the Certified Coach Program for Health Care Specialists (www.coachtrainingalliance.com/health).

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The Abundance Mentality

Often I'm asked to run 'experiential leadership' or 'team building sessions' for clients, their intent being to find out how (or if) their staff work together well. Many people run what I call 'games', a process where teams are put through an exercise and everybody (mostly the facilitator) has a good laugh, people get uncomfortable and any learning outcomes remain largely hidden.

Real experiential activities, when run properly, can elicit strong group outcomes and identify behaviours and traits that have direct application to the workplace.

Recently I ran an exercise called 'Win as much as you can' for a group of 15 as part of their workplace development program. The group (divided into four teams) was given an opportunity to attempt to win money over a series of ten rounds. The underlying principle is to encourage competition, but at the same time see how the teams trust, make deals and keep their word. This exercise is all about setting up the 'win' environment and allowing natural competitive streaks to emerge.

At the end of each round, teams must then simultaneously hold up a card with either X or Y on it. Depending on the combination, teams either win or lose. For example if one team holds up an X and the other three hold up a Y, the first team loses and all the others win. Not only that, there are bonus rounds where teams can win up to 10 times the normal amount. There are endless combinations where all can win or all can lose.

The interesting part is when team leaders are given an opportunity to get together, formulate strategies and make deals. They then go back to their teams, tell them of the agreements....and then hope that the other teams will keep their word.

As you can imagine, all it takes is for one group or individual to change their agreed vote to the detriment of the others...and it's 'on for young and old'. The reactions of others, the disbelief, the anger, the laughter and the new 'ground rules' set the scene as the façade of cohesive and trusting teams disintegrates. It is often a reflection of what really happens in workplaces and even relationships. Agreements stand until we are wronged...and we seek to right that wrong.

In depth debriefing by a professional can highlight that it takes just one instance to completely change the way people respond or operate. From then on, team dynamics change dramatically.

The lesson out of this (and many other exercises) is that if all teams truly work together from the start then they all win...it's called the 'abundance mentality'. In workplaces it means that occasionally someone else may get more than you, and you may have to 'lose' in order for everyone to 'win'. We all say we are team playersbut are we really? Are we willing to stand by and watch others 'win' and grin and bare it? Do we really trust each other enough to keep our word? Will we maintain our strategy even though others around us are taking advantage of our integrity?

If your team really has the 'abundance mentality' you should see it demonstrated, the team just adopts a 'we can all win' attitude right from the start and no amount of coaxing (from people like me) will change it. They act and think in synergy.

The next time you're faced with the temptation to 'win' at all costs, often to the detriment of others, think of the 'abundance mentality'. It takes courage and conviction...but the rewards can be great.

David Scherr (Training Consultant 0412 788 815) is a highly experienced Trainer, Facilitator and HR practitioner with over 25 years experience in public and private sector management.

He has designed, developed and delivered experiential and competency based training packages in leadership, management, project management, communication, equity and diversity, industrial relations and personal development.

As a Vocational Education Consultant, David works with clients to analyse their training needs and design programs that deliver business and workplace outcomes.

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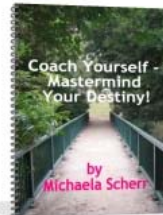
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Prices: \$660.00 (incl GST)
\$564.00 early bird (before 8 April) (incl GST)

**Cancellation fee applies

For planning purposes, if you are interested in attending this program please let me know by COB Wednesday 5 April 2006 either via enquiries@michaelascherr.com or by telephoning 07 3863 0688 or mobile 0402 208 577.

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