

LEADERSHIP COACHING AND MENTORING –PACK

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Established in 2006

Welcome to this month's edition.

Damian Piper CBE our Resilience Coach starts this month edition with: **the value of dwelling?** "What is the value of dwelling? I heard this question in the week and it prompted a whole range of thoughts. I'm involved in lots of conversations with others and myself where unhelpfully replaying something that has happened or might happen in the future is a common theme. Like a powerful magnet the thoughts that draw us in often get a grip. So why do we allow that to happen?"

From me: **'BEING BETTINA'S PARENTS – THE BARRIERS WE FACE'** Have you come out of an interview and thought "I could have answered that question better"? I recently had the privilege of being interviewed for a podcast by Nicola Payne from 'MacIntyre Families' about my experiences of being a carer for Bettina who copes with a learning disability and autism. I think the interview went well. [Being Bettina's Dad – this month's Family Podcast | MacIntyre \(macintyrecharity.org\)](#) There was one question I thought I could have answered better: What are the barriers you faced as a parent carer and how did you overcome them?

Sir Ernest Shackleton is one of my heroes who was an Antarctic explorer 100 years ago. On one of his expeditions (1914-16) his group became stranded in the Antarctic for nearly two years cut off from all forms of communication. Through his leadership they all survived! on **'SHACKLETON'S WAY OF FINDING THE DETERMINATION TO MOVE FORWARD'**

The final article in this month's edition **'Being Bettina's Mum: Why not me, why not you?'** by Joyce Raw. Praise for Joyce's article:

"I agree and can relate with everything Joyce has written" Paula McGowan OBE
#oliverscampaign

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It's not about how good you are

It's how Good You want to be

the value of dwelling?

What is the value of dwelling? I heard this question in the week and it prompted a whole range of thoughts. I'm involved in lots of conversations with others and myself where unhelpfully replaying something that has happened or might happen in the future is a common theme. Like a powerful magnet the thoughts that draw us in often get a grip. So why do we allow that to happen?

It's often the case that we do not have approaches to help manage our thinking. Therefore, unchecked the thoughts can run wild. Being able to interrupt thoughts is easier said than done. Many people don't even consider that they can do things to help manage their thinking. I personally believe this is a topic that could be covered in schools and workplaces to help people be happier and as a result more effective. To understand that our thinking has a huge influence on how we feel and the way we feel drives how we behave is something that many people just do not appreciate. And for many who are aware, they find themselves ill equipped to do anything about it. To be clear I'm not talking here about the thoughts of someone who has poorly mental health. If your mental health is suffering, please seek support from a professional. Assuming you are well, managing our thinking is a skill that can be learned. When it comes to dwelling here's an exercise that can help.

- Get a pen and paper (not an electronic note taking device).
- Write at the top of the page "the value of dwelling about x is...?".
- Take out your phone and set a timer for 5 minutes.
- Start answering the question.

See what shows up. Most people struggle within a minute to find reasons for dwelling. Yet manage to lose hours and in some cases days in unhelpful 'dwell mode'. Now here's the good bit. If you repeat this exercise over a period of time you will spot patterns and words of the possible benefits. You can use these words to create more helpful thoughts. I won't write examples here as it's important that you have things that resonate with you. I would love to hear your examples. Please email me with the subject title of the value of dwelling is... I'm confident that my inbox will not get overloaded. And if it does that's great, I will have learned something.

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BEING BETTINA'S PARENTS – THE BARRIERS WE FACE



Bettina smashes through barriers of communication

and one of those successes is being able to read

Have you come out of an interview and thought “I could have answered that question better”? I recently had the privilege of being interviewed for a podcast by Nicola Payne from ‘MacIntyre Families’ about my experiences of being a carer for Bettina who copes with a learning disability and autism. I think the interview went well. [Being Bettina’s Dad – this month’s Family Podcast | MacIntyre \(macintyrecharity.org\)](#) There was one question I thought I could have answered better: What are the barriers you faced as a parent carer and how did you overcome them?

Since the interview I have thought about those barriers and how we tackled them. There seemed to be so many obstacles for Bettina. We faced these hurdles and obstructions, almost on a daily basis in her early years and we probably saw them as part of our normal life together as a family.

Once Bettina had a diagnosis (which can be a barrier for some) then came obtaining Speech & Language therapy; special needs education; transition to appropriate Sixth Form education; adult support which meant finding people with autism training/awareness who could support Bettina appropriately; a personal budget; ongoing life skills – the list goes on!

Hopefully, by sharing our experiences of smashing through barriers, they may help you to navigate through the systems and processes you face both in life and work.

So, what did we encounter?

- Budgets: we would often hear a common soundbite “if we allocate funding to your daughter, we will have to take it away from someone else” at different stages of her life.
- ‘Professionals’ who believe they know what is best, coming to meetings with pre-conceived ideas of “one size fits all” mentality for a person with a learning disability.

- ‘Professionals’ with outdated ideas or ways of working. When Bettina was quite young, Victorian institutions for people with a learning disability still existed and with this came institutional thinking.
- ‘Professionals’ feeling, they were losing control, or having the need to control events. They were not used to being questioned or having to justify their obstruction.
- Delaying tactics – “let’s review this in six months” either hoping you will change your mind, or you will give up.

Do these barriers resonate with you? They are often similar barriers I have faced in my careers too.

A barrier can be something such as a rule, law, policy or a person that makes it difficult or impossible for something to happen or be achieved.

Bettina’s parents top five tips for the barriers we face

1. **Learn the language.** At the outset of our campaign to obtain the support and resources Bettina needed, we were still part of the Army family (my first career) with its own language and jargon, so we recognised how that could easily exclude people who were not part of that culture. Therefore, we quickly learned the language used by Local Authorities to the point where we even knew their acronyms – doing this meant we were able to have more effective conversations.
2. **An indomitable will to succeed.** With our unconditional love for Bettina, we stood firm to overcome the barriers. Perseverance is a powerful tool.
3. **Preparation and Diligence** with careful and persistent work and effort. From the outset we were always fully prepared before our meetings, having read the necessary policies, procedures (and sometimes even the legal framework) we rehearsed what we would say and the answers to anticipated questions during a ‘pre-match’ meal. We found it was important as parents to have a consistent approach when challenging a barrier for Bettina’s support.
4. **Playing the long game.** Knowing we would not get what we needed for Bettina at our first (or second) meeting, we knew that we would eventually get what B’ was entitled to - even if it involved wearing everyone down with our persistence and ‘killing’ them with our kindness – we were in it for the long run.
5. **Working within the system,** rather than shouting from the side lines. This was a conscious decision we made minutes after Bettina was excluded during her first term at school. We have found we could make effective change, not just for Bettina but those coming through the system by involving ourselves and contributing to the change we wanted to see not just for Bettina but also her peers.

And what Bettina does to smash through those barriers

- ✓ **Perseverance** – a single mindedness despite difficulty or delay in achieving success, knowing she has the staying power to succeed. This is something you will see in yourself over a period of time too.

- ✓ **Finding and Making Allies.** With her winning personality, Bettina draws in people, so they feel they have a stake in her life and her success. We share her vision and capture their imaginations, so it becomes their vision too.
- ✓ **Tests the Barrier** – We have observed Bettina repeatedly testing the obstacle(s) she encounters until they are no longer insurmountable. Bettina is in it for the long game too!



Bettina at work in her Garden Centre. Access to work can often be a barrier for people who cope with a learning disability

“Sometimes life is so busy that you forget where your story started and the journey, so it was lovely to be reminded that our one constant: unconditional love, can take you through the barriers - together. ❤️”

Joyce Raw

I am just back from a super morning with Bettina in Frinton-on-Sea. Bettina is a bit of a star there, whichever shop we go into people light up when they see her and ask her how she is. Bettina: "I am fine thank you". After the beach we sit on a bench and 'B' puts her feet up. An elderly couple on another bench said, "she always does that". I had not noticed them before, but they clearly remember Bettina.

Related: Being Bettina's Mum & Dad: Ogres of Optimism

<https://livelikearaw.wordpress.com/2017/04/03/being-bettinas-mum-dad-ogres-of-optimism/>

Related: Being Bettina's Mum & Dad: Discovery & Endurance

<https://livelikearaw.wordpress.com/2016/02/02/being-bettinas-mum-dad-discovery-endurance/>

“We stumble,’ said Dr Macgregor. We try out best in this life, but we stumble. Then we pick ourselves up again, and the dance continues.’

From Bertie's Guide to Life and Mother's by Alexander McCall Smith

Ten Ways to **SELL AN IDEA**

1. **Clearly identify what's needed and why**
2. **Sound out your idea to co-workers...**
3. **....even test it on a friend or relative**
4. **Gather facts and data to support your argument**
5. **When presenting, get straight to the point**
6. **Keep succinct by avoiding jargon**
7. **Make eye contact**
8. **Memorise. Don't read from a script**
9. **...or worse, bombard listeners with PowerPoint slides**
10. **Share the credit – acknowledge when others have helped**

While my family were watching the 'Great British Bake Off' I put my headphones on and took in this excellent presentation on Ted.com. I hope you find it interesting too:

The benefits of not being a jerk to yourself

https://www.ted.com/talks/dan_harris_the_benefits_of_not_being_a_jerk_to_yourself

After more than two decades as an anchor for ABC News, an on-air panic attack sent Dan Harris's life in a new direction: he became a dedicated meditator and, to some, even a guru. But then an anonymous survey of his family, friends and colleagues turned up some brutal feedback -- he was still kind of a jerk. In a wise, funny talk, he shares his years-long quest to improve his relationships with everyone (starting with himself) and explains the science behind loving-kindness meditation, and how it can boost your resiliency, quiet your inner critic and simply make you more pleasant to be around

When Someone Is Stuck – Ask Them This

Time to read: 15 seconds

Dear Steve

When Someone Is Stuck – Ask Them This

'What would you like to happen next?'

When we get overwhelmed, can't think straight and are all over the place this simple question will help

Ask it with love, warmth, and care, and then let the silence linger – the other person is very likely to answer, and as they do, lose much of that overwhelm

‘What would you like to happen next?’

With thanks to Dr. Milind Karale, Executive Medical Director, NHS

And with my love and best wishes to you all

David

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. “Remember today is the tomorrow you worried about yesterday” Dale Carnegie
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A 3-Step Process for Managing an Underperforming Team Member

By Tristan Ahumada

Improving the performance of a team member is not a one-way street. Your team members will trust and follow you only when they feel you put in an effort to make their life and work-life better. If you remember one thing about this process, let it be this: Your team will always remember how you make them feel while at work, to riff on Maya Angelou’s famous quote.

Addressing an underperforming team member is a difficult conversation for both sides. This is why I take an approach that comes from empathic concern. In its simplest form, it means you understand what people need from you without them asking.

Connect

Take time to connect a few weeks prior to the official meeting if you can. Strike up a conversation that feels authentic on your part. If this feels awkward, then your approach as a leader may have some other issues to be addressed first.

As you connect, you may discover what’s really going on. The reason for their work performance being lower may be because they are struggling with something else at home, or possibly a different issue at work. The point is you will never know unless you approach the situation with actual care and concern.

Listen

This step is unorthodox: Ask your staff member what they think you or the company can do better. I’ve found that this approach builds rapport and decreases tension, which is a crucial part for the next step to work correctly.

This step allows for unspoken frustrations to have a voice, but only if you take time to listen. [Don't get defensive](#) and be prepared to listen to something that may hurt you. [Listening intently is the key](#) to connecting. Ask how they would solve this problem if they were in your position. Validate their concern. Thank them for their honesty. Then, truly take the time to reflect on their feedback.

Listen more

Now, here's the step that you've been waiting for. Turn the question back to them: "In the same spirit of getting better, what's one thing you think that you can improve on or something that you think can be done better by you when it comes to your job?"

Then listen. Don't criticize. Don't agree. Just listen. If this team member cares, which most do, they already know where and how they're underperforming and will offer a solution. Once they're finished, thank them for being upfront and open. Talk through ways to [keep each other accountable](#) and set up a meeting for one week later to discuss the outline for moving forward.

It's easy to point out who isn't functioning well in your organization; it's tougher when you look inward first to see how you can [change the environment](#) so people can do a better job. When you change the way, you approach connecting with people, people change the way they function around you and with you.

Change takes effort, but just like anything else, it pays off when done right.

This article originally appeared in the [September/October 2022](#) issue of SUCCESS magazine.

[Tristan Ahumada](#) Articles

Tristan Ahumada is the People Editor for SUCCESS, operates Lab Coat Agents as its CEO, consults Fortune 500 companies, runs a successful Real Estate team in California, expansion teams in the U.S. (in different brokerages), owner in one Brokerage, currently sits on different boards for tech companies, and is also an international speaker. His love for technology and systems pushes him to test and use the latest products for growth for all businesses around the world including Real Estate Agents/Brokers. Tristan is from Southern California where he currently lives with his wife and two kids.

MY TOP PICKS FROM TED.COM

EMILIE WAPNICK – WHY SOME OF US DON'T HAVE ONE TRUE CALLING

https://www.ted.com/talks/emilie_wapnick_why_some_of_us_don_t_have_one_true_calling

What do you want to be when you grow up? Well, if you're not sure you want to do just one thing for the rest of your life, you're not alone. In this illuminating talk, writer and artist

Emilie Wapnick describes the kind of people she calls "multipotentialites" — who have a range of interests and jobs over one lifetime. Are you one?

DEREK SIVERS – WEIRD OR JUST DIFFERENT

https://www.ted.com/talks/derek_sivers_weird_or_just_different

"There's a flip side to everything," the saying goes, and in 2 minutes, Derek Sivers shows this is true in a few ways you might not expect.

JASON FRIED = WHY WORK DOESN'T HAPPEN AT WORK

https://www.ted.com/talks/jason_fried_why_work_doesn_t_happen_at_work

Jason Fried has a radical theory of working: that the office isn't a good place to do it. In his talk, he lays out the main problems (call them the M&Ms) and offers three suggestions to make work, work.

"We must find the time to stop and thank the people who make a difference in our lives"

John F Kennedy

DO IT RIGHT - MANAGING A PROJECT

Plan it. Know your goal and why you're pursuing it, and then research how you'll achieve it. Get it all down on paper: who's on the team; where resources are going and at what cost; and deadlines. This statement allows everyone – including you – to see exactly how you're going to pull it off.

Own it. Make the project yours and ensure everyone knows you're accountable for the outcome. Only then will the team dance to your tune.

Put people in the loop. Consistent communication keeps expectations in sync, regarding what will be delivered, when and at what cost. But it can't be all one-way. Feedback will help you avoid nasty surprises.

Know the risks. Figure out what can go wrong and have a weather eye for ominous warning signs, so you can avoid a slip-up before it occurs.

Stay on top. Understand the project's scope and keep an eye on performance measured against the budget and deadline. Review progress, comparing your actual status with where you planned to be at each stage.

Be adaptable. Respond to circumstances as they change, but always consult and get written agreement from the people who matter.

Close formally. Hand the project over, getting feedback from those involved and writing a report assessing how well it went in terms of budget, managing risks, deadlines and teamwork. Acknowledge the lessons for next time, and then treat your team to a drink.

YOUR ROUTE TO THE TOP:

KEEP YOUR COOL

Consider the cost benefits. Those skilled at self-control aren't just more popular than their fiery colleagues, they're more successful too. In a study of partners at a management consultancy, the biggest difference in profitability lay in their levels of self-control. Lash out or cash in? The choice is yours.

Identify the source. If your control-freak Manager leaves you fuming, launch a pre-emptive strike. Schedule a meeting at the start of each project to agree when, where and how he or she will provide input. They'll be a lot less infuriating when you're working on your terms.

Imagine the consequences. Your colleague smugly highlights an error in the hefty report you've just completed. Before you let them have it ('who asked you? Can't you keep your opinions to yourself for once?'), fast-forward a week. The prospect of frosty silences and no partner for the high-profile pitch should be enough to hold you back.

Talk to the page. Expressing our emotions on paper makes us more self-aware and less likely to lash out. Keep a diary of your thoughts and feelings every day for a month and achieve Gandhi-like calm.

Stop digging. Douglas McKenna, organisational psychologist and key instigator of Microsoft's executive development group, cures fiery CEOs by finding a pattern to their anger: 'Something has to trigger it,' he says, 'a particular concern, person or time of day.' Identify situations that make you angry and avoid them.

Look for the best. When the red mist descends, try to find a positive explanation for the other person's behaviour. 'Our customer is shouting at us not because they are a bully, but because they're panicked about their bleak projected figures.'

Run, punch a cushion, rant. Do whatever it takes to calm the beast. Just don't do it at work.

Source: The Mind Gym

"I always wanted to be somebody, but now I realise I should have been more specific" Lily Tomlin

BODY LANGUAGE

It's how you say it – Many leaders know what it feels like to talk when no one is listening. Often, it is not the actual words causing the audience to tune out, but the way the words are communicated.

Use your body – We mainly rely on non-verbal communication to determine other's intentions when they communicate with us.

Put your body on display – When speaking, step away from the podium; when sitting at a meeting, pull your chair back from the table to display more of your body

Know your psychology – Your audience's instinctual 'reptilian' brain need to see your body to gauge your intentions. The less information they see, the more they simply make those feelings up, and tend to default towards the negative.

Speak from your belly – Place your hands in the TruthPlane, the horizontal plane that extends 180 degrees out of your navel, to show that you can be trusted. This is a vulnerable area so bringing an audience's attention to it makes them feel like you are confident.

Get them in the palm of your hand – show your palms open with nothing in your hands, to let others know that you mean no harm and are speaking for their benefit. This is universally recognised as a 'friendly' gesture.

Listen actively – When someone else is speaking keep your hands in the TruthPlan so that they understand you are open to what they are saying.

Source Mark Bowden, body language expert and creator of Truthplane (from this month's ILM Edge Magazine)

"Doubt is not a pleasant condition, but certainty is absurd" Voltaire

FASTRACK TO CELEBRATING SUCCESS

Us Brits have inherited a culture of modesty and, some would argue, a fear of success. The net effect is that most of us believe that humility is good, only show-offs talk about their achievements, and bragging is bad. But there's nothing wrong with being confident about your achievements and proud of your successes

Slow and steady rarely wins the race. Visible and steady wins the race these days. How can your boss reward what he/she can't see? If they can't see all the great work you've done, what's the point in doing it?

Think of yourself as a product. Nobody will buy you if they don't know you're there. You need to let the right people know the value that you bring; and then 'do what it says on the tin' to prove your worth.

Don't blow your own trumpet if you have patchy performance. You'll do more damage than good if you're all style but no substance. You need to perform on the job to be taken seriously when you blow your own trumpet about it.

Know what your unique differentiator is. What makes your approach different? Know what differentiates you and be prepared to share it so people know how to categorise your

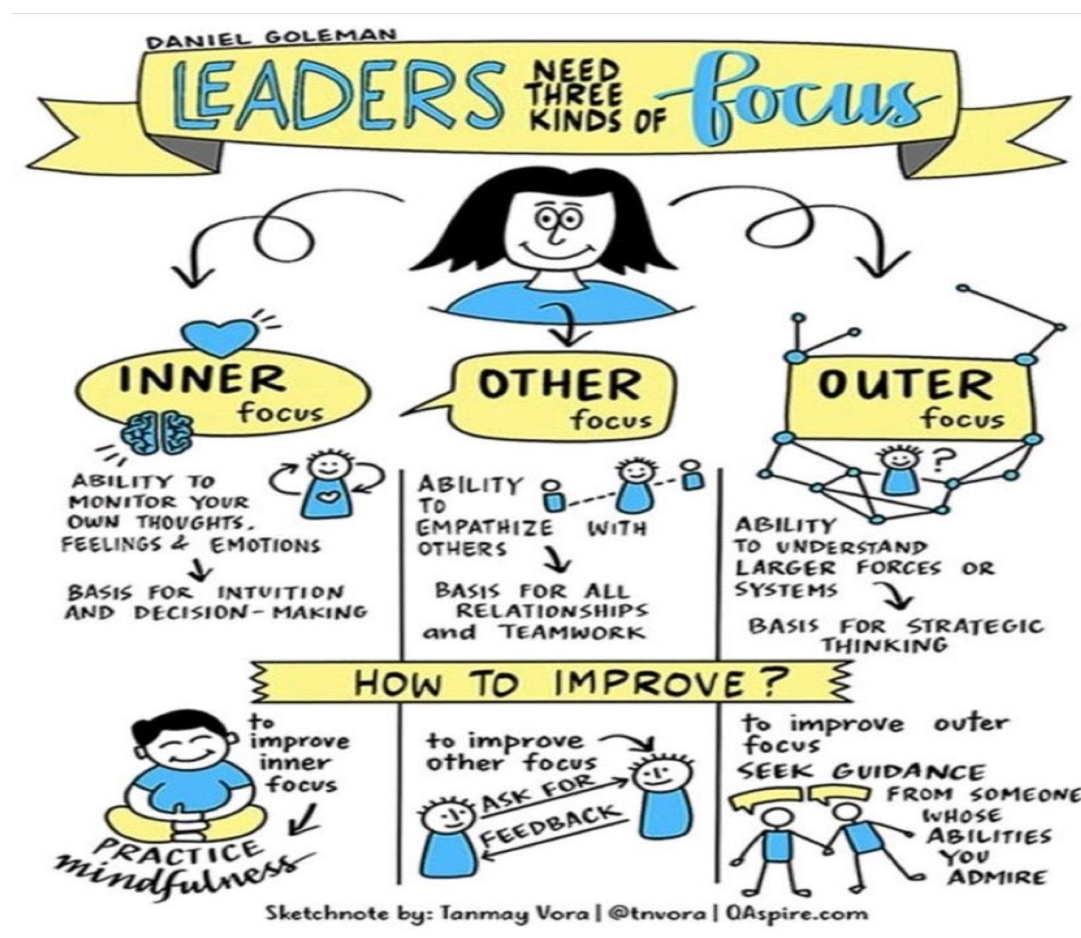
contribution. Think of your unique style as a professional skill – what makes you a valuable contributor? Do you want to become known as the ‘ideas guy’, the ‘detail girl’? A ‘solid pair of hands’?

Be clear about your achievements. Always have a couple of things ready to mention when people ask, ‘how are things going with you?’ Having a few key, recent achievements at the tip of your tongue is useful – you never know who you’re going to strike up a conversation with in the lift. Didn’t the scouts or guides teach you to ‘always be prepared’?

Target your audience. Make sure you are letting the ‘right’ people know about your achievements. A scattergun approach isn’t going to get the result you’re looking for. Make sure you know the key people that have the power to influence your career – these people are your target. And don’t forget the less obvious people too – you may be surprised at the power of the MD’s PA – their opinion counts more than you think, so don’t think senior always equals influential.

Be clear about your outcome. Why are you blowing your trumpet? What is your desired outcome? Are you focused on earning more money, getting promoted, taking on more responsibility? Be clear about what you want. That way, you can mould things to make sure you get it.

From the ILM’s Magazine



“The Loyalty of your men is a sacred trust you carry. It is something which must never be betrayed, something you must live up to”

Sir Ernest Shackleton

SHACKLETON’S WAY OF FINDING THE DETERMINATION TO MOVE FORWARD

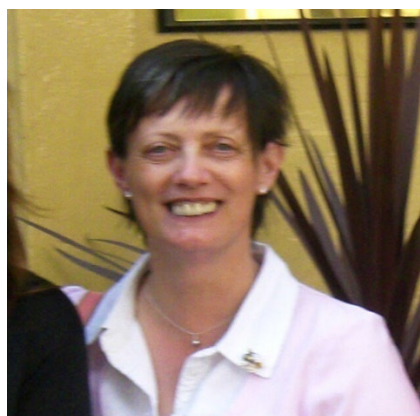
- Go for broke risks become more acceptable as options narrow. Sometimes the potential rewards at the end of a daring venture justify the risk of suffering a spectacular failure.
- Seek inspiration in enduring wisdom that has comforted or motivated you or others in times of crisis. It will get you through the most physically and emotionally draining times and help you to keep your perspective.
- Congratulate yourself and others for a job well done. A pat on the back or a sincere handshake is an expression of personal thanks and gratitude that has never gone out of fashion.
- Motivate your staff to be independent. If you have been a good leader, they will have the determination to succeed on their own.
- Let your staff inspire you. At times, an overwhelming workload may force you to consider lowering your standards. Remember that the final product must represent the best efforts of the entire group.
- Even in the most stressful situations, don’t forget that you are part of a larger world that might benefit from your expertise in turn, participating in community and family activities can give you skills useful on the job.
- Make sure the whole job is done. Your staff may be able to call it quits after the heavy lifting is over, but you are responsible for seeing the work through to its successful completion

‘SHACKLETON’S WAY by Margot Morrell and Stephanie Capparell

‘Difficulties are just things to overcome after all”

Sir Ernest Shackleton

Being Bettina's Mum: Why not me, why not you?



This is the third time I have deleted this blog and started again. The reason it has needed to be rewritten is because it is a sensitive subject. Some people will agree wholeheartedly with my thoughts on this subject, and some will vehemently disagree. I apologise to those of the latter camp and hope that they understand that this is based on my personal experience and findings when supporting families during a difficult time.



To give some backstory to this subject, it is necessary to revisit the days when our daughter, Bettina, was first diagnosed with autism, a learning disability and complex communication disorder. The normal process for assessment, diagnosis and prognosis was (back then) for your child to attend a child development centre through the local health authority over several days. At the end of the few days, a multi-disciplinary team would meet with the family to discuss their findings and what happens next. I did not, and do not, envy any professional with the responsibility for telling a family that their worst fears are true. It can be a crushing blow to have your fears confirmed and no professional can predict what the reaction of the family is likely to be when given this information. Having supported many families through this process, I know this to be true and many parents have told me that having support from someone who has been through this themselves has been of enormous help.

However, whether you react well, or whether you react badly to this news does not make any difference. Once you have been told, you have been told. There is no going back, only forward. By all means allow yourself some time to digest, absorb, reflect and (if necessary)

grieve for your child – after all, you are human – but dust yourself down because the ride is about to get very bumpy and this brings me to the point of this blog.

All those years ago, when Bettina was first diagnosed with her difficulties, I sat at such a meeting with the professionals responsible for assessing Bettina. One of the attendees turned to me and said “I feel so sorry for you, what awful news!” She might just as well pressed a big red nuclear arms launch button! My reply, much to the horror of the other professionals, was “What? WHAT? You feel sorry for me? Why? I do not have these difficulties. I can understand, communicate, cope with the world around me. If you have any sympathy to spare, save it for my daughter who is struggling to make sense of her world!” The reply to this from the lady was “No, no, you misunderstand me. I meant you must be thinking Why Me?” To this I then replied “Why not me?” There was, of course, no answer to this.

This brings me to the heart of the matter. No matter what we face in life, we all have a choice on how we handle it. Of course we must recognise and try to rationalise what has happened, not doing so can be counter productive and can affect our long term wellbeing, but that does not mean we can have an extended stay in Wallow Town. There are issues to face, actions to take and plans to be made. Taking the “Why me?” route puts the brakes on moving forward and taking advantage of opportunities or possibilities which may alleviate the situation. Taking the “Why not me?” route is an acknowledgement and (even only in part if necessary) acceptance and opens the door to co-operation and support. All the time we stay in the “Why me?” zone we are giving others permission to collude with our inactivity and this way nothing moves forward.

So, what can we do to help ourselves? What can I offer to help you. Well, the following points have always helped the families I have supported, so hopefully – no matter what your situation may be – these can help you too:

Recognition: Yes, of course, you are not made of stone. No-one expects you to be light-hearted or skippy happy with what has happened, so do recognise your experience whatever it may be and be kind to yourself. Others will understand that this is your way of processing.

Acceptance: We cannot turn the clocks back. Acceptance does not mean you are weak, it means that you are able to move forward and deal with what is to come. It can be empowering and stabilising.

Action: Make your own plan of action to move forward. If other people and professionals need to be involved in your plan then make them aware of this. Taking control of your own action plan will mean that there is less likelihood of issues falling through the net and, quite honestly, you will feel a lot better having initiated action instead of feeling anxious waiting for something to happen.

Reconciliation: No, not making friends or making apologies. Reconciling the books the way an accountant would, such as: Income (have we achieved the actions on our plan).

Expenditure (have we had to compromise to get what we need and at what cost) and

Balance (do we still have outstanding debtors on our plan and will our plan balance). Simple accounting and auditing for long term gain.

Result: For long term gain, we need short term success. This will give us a result we can live with. Success in some areas allows for more attention to be given to other areas where we feel success is slower.

Moving forward: Everything in life changes. What we need today may change for tomorrow, so always have your head turned towards the future and moving forward.

Finally, whenever I have been asked why I do not question “Why me?” my answer is always the same. I tell them that everyone will have something adverse to face during their lifetime, whether it affects them personally or a loved one, there is no escape and it is a fundamental part of being alive. Why not me? What makes me impervious to all that life has to offer? Bring it on, I say!

Joyce Raw

www.livelikearaw.wordpress.com