

***** Sense of a Goose - Advenire newsletter / 1st of february 2001 *****

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Your input, ideas, tips, articles and other contributions are welcome to:
feedback@advenire.com

***** The Quote

" ...and out of the chaos a voice spoke and said: Smile and be happy, for it could be worse. So I smiled and was happy and it got worse " (unknown)

***** Tips in brief - Problemsolving!

An easy 4-step method that helps open to the fact that we often hinder ourselves from actually solving a problem, by repeating "the same procedure" over and over, instead of "stopping to think" and solving the problem together with others:

1. Make a simple, concrete definition of the problem
2. Examine what has been tried before (and do not do that again!)
3. Make a clear definition of the change that is to meant to happen (i.e. reshape the problem into a goal)
4. Create a plan for getting there. Encourage unconventional thinking here, what could be a real succes or give an unexpected resolution to the issue?

Be particulary observant about the words you use in step 4. Keeping it clear, simple and understandable are keys to actually getting on the road to change. (Source: Watzlawicks 4-step model for problemsolving)

***** A definition of teams!

Jon R Katzenbach and Douglas K Smith define a team as follows in their book "The Wisdom of Teams" (ISBN 0-88730-676-4):

"A team is a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable."

***** Five on the Internet – The links in this issue are from a mix of sources!

In brief about learning styles

http://pss.uvm.edu/pss162/learning_styles.html

Studies of teambuilding for corporations and other organizations

<http://tscnet.com/~experien/research.html>

Articles and tips (choose your topic under Human Resource in the listing)

<http://www.smartbiz.com/sbs/categories.htm>

Miscellaneous on personal growth and personell trainings

<http://tcm.com/trdev/>

You haven't missed out on Dilbert, have you?

<http://www.unitedmedia.com/comics/dilbert/>

***** Methaphoric – Never underestimate the power of tradition

During the second world war the british army hired an efficiacy consultant who would overview the routines in the army and come up with suggestions for improvement. The expert watched as the soldiers were out in the field preparing a canon for a battle. He followed the whole operation, saw how the loaded and aimed with canon. Right before they were about to fire, two of the soldiers took a few steps back to end up a little ways behind the canon without any obvious purpose. After the canon had been fired they returned to their original position to help reload. When the expert asked the two soldiers why they moved the way they did to that very spot, they did not know of any answer to his question. Nor did their officers know why and they same was true for the higher in command.

The expert then found an old war veteran from the Boer wars and the fellow laughed and said:

- "They hold the reins of the horses so they won't run away when the canon is fired"

***** A book to be recommended – The Human Element!

A book that has been around for a while (published for the first time in 1994), but that is well worth a read is "The Human Element. Productivity, Self-Esteem and the Bottom Line" by Will Schutz, the father of the FIRO-theory, a model for a groups development over time and maturity that is widely spread in organizations across the world. In the book he describes his way of working with human growth and his philosophy that originates from over 40 years of experience and research. . There are exercies as well and it is a book that is a really intense read, on the verge of being hard to digest. We recommend reading it at least two or three times with some time passing in between. (Jossey-Bass , ISBN 1555426123)

***** News from Advenire!

In Sweden Advenire is part of starting an organisation for quality improvement and competence enhancement in the delievery of custom tailored teambuilding. The organisation named "Groupfacilitators in Cooperation" is non-profit and open for members in the nordic countries to start with. More news on this later as this project grows.

***** Editorial and subscription

"Sense of a Goose" is distributed via email six times a year and is for free. Editor: Markus Eriksson (markus.eriksson@advenire.com)

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