

***** Sense of a Goose – Advenire newsletter / 1st of march 2002 *****

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Send your input, ideas, tips, articles and other contributions to: feedback@advenire.com

***** The Quote

“ You can not solve a problem in the same state of mind that it was created in “ (Albert Einstein)

***** News from Advenire

In the last issue of the Magazine Chef (swedish edition), Markus Eriksson, trainer at Advenire, is interviewed in an article about teambuilding on page 69.

In the near future as a part of our trainings we will offer a new tool for conflict management and self insight called SDI, Strength Deployment Inventory, by Elias Porter. More news on this in the next newsletter.

***** The needs of a group

In his book “Group Development” (ISBN 91-44-35281-6, swedish version) A.Maltén claims, in a discussion on the topic of defining a group, that the basic needs of a group are:

- shared goals
- shared norms
- continious and systematic meetings
- a sense of togetherness
- to be able to communicate with each other

***** A question of ethics – or rather four of them!

Four questions to ask myself when faced with a moral dilemma could be:

- Is it permitted according to the law?
- Is it reasonable?
- How am I going to feel about myself afterwards?
- Is it alright if my family finds out about it?

(Source: S.Swahn)

***** Change – who said this?

1. “The horse is here to stay, the car is just new sensation - a fashion bug”
2. “Flying machines that are heavier than air is an impossibility”

3. "The TV will not have a market after the initial 6 months. People will quickly get tired of staring at a plywood board every night"
4. "All that can be invented, has already been invented"
5. "Who the heck wants to hear actors speak?"

(you will find the answers further down...)

***** Doing the small talk – it pays off!

G. Ekman, doctor, graduate in organizational theory at the University of Trade in Stockholm, Sweden, has written a paper on the importance of small talk in the work place. He claims that the lack of small talk seriously can damage an organization and he emphasizes its relationship building qualities. His advice to leaders and managers to encourage small talk is as follows:

- Encourage others by small talking yourself
- Show that it is alright with small breaks from work, be a good role model
- Create nice little oasis for small talk at your workplace
- Schedule time for small talk into your agenda

(Source: The magazine Chef)

***** Food for thought!

During the next minute an average of 250000 brain cells will have multiplied in every well nourished and growing fetus in the world.

(Source: The Infant Mind, Richard M Restak)

***** The difference - between Japanese and Western organizational culture

A colleague and friend that I met some time ago in London, claimed that he had found a defining difference between Japanese and western culture. In Japan it takes 6 months to make a decision because the background information for the decision is passed around the whole company, one employee at the time, so everyone can have a chance to take part and make their voice heard if need be. In the west (for example in the US, where my friend is from), it takes one day to make a decision, but it takes 6 months to implement it because very few people understand the whole picture from the beginning. In Japan the implementation takes one day because everybody has been part of the process.

(Captured by Markus Eriksson)

***** Change – the answers!

1. The Director of the Michigan Savings Bank, when he advised Henry Ford's lawyer not to invest in Ford Motor Company.
2. Lord Kelvin, 1885.
3. Daryl Zanuck, president of 20th Century Fox movie studios, when he commented on television in 1946.
4. Charles Duell, in charge of the US Office of Patents, in a report in 1899 to president McKinley – where he proposed the Office of Patents should be discontinued.
5. Harry Warner, president of Warner Brother Pictures in 1927.

(Source: Challenger, Gray & Christmas)

***** Communication – the red envelope

At Body Shop in Great Britain (amongst other companies) this method has cleared the air considerably and created a more sincere climate. This is how it goes: If you as an employee have an important point of view, are unhappy about something etc, but you feel that your boss is just avoiding the matter, never responds or doesn't even make himself/herself visible. Then you can write a letter (notice, no email), and put in a specific red envelope. For the boss the rule is that he/she has to reply to all red-envelope letters within 3 days. You might still not get the answer you want, but at least you get an answer.

(Source: Management Today)

***** The whole picture!

Do you remember jigsaw puzzles? – They are much easier if you can get the whole picture first...

***** About Advenire, Editorial and Subscription

Advenire offers trainings and seminars on five continents, facilitating growth for people and organisations of all ages, nationalities and backgrounds. We excel at teambuilding, leadership and personal development.

Our newsletter "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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