



Bridges

A bi-monthly newsletter from Meridian Consulting, Inc.

Building Bridges to Success
September/October 2005

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Quote:

*"Building business means building relationships.
Business is better when relationships are better."*

James A. Autry, Author

Featured Topic:

Are You M.A.D. About Your Relationships—Making A Difference?

In raising children, we are often tempted to use the "because I said so" argument.

Did you ever feel the same way at work? "Why can't everyone just do it my way, without the need to debate, explain or build consensus"?

The answer is obvious if you want to have "engaged individuals" in your organization. Otherwise you have people who just show up and do what you tell them—leaving their *commitment, talent, energy* and *passion* at the door. When people have to leave their emotional engagement at the door, they rarely *Make A Difference* in the workplace and usually stop trying.

That emotional engagement starts with your ability to first recognize that each and every individual who works with you has special talents and strengths to contribute. But that recognition doesn't happen in a vacuum, it occurs when you form an interdependent work relationship—when you *know* that person. When that happens, people do what needs to be done because they *want* to.

The synergy is awesome when you connect with someone; the work is fun and issues are opportunities to deepen the trust. Naturally, that synergy doesn't always happen, and work can be difficult in the best of circumstances, even when you have similar styles and goals. Even the best

situation can be difficult when you have the normal *style* and *personality* differences in the mix, and it can become an ordeal to just communicate.

When this happens, the question becomes: “How do you allow yourself to move out of that zone of annoyance and frustration to another level, that enables you to see the intrinsic value in another”? Someone once said, “The eyes see only what your mind is prepared to comprehend.”

Are you willing to see something different?

You can, and it starts with the acceptance that your perception is only half the story and continues with your intention to see past the style and personality differences, enabling you and your organization to experience and reap the benefits of the *genius*, *talents*, and *passion* that people offer.

What does it take to show up every day and see the value of what another person can contribute?

It starts with an acknowledgement of what you bring to the table—your strengths, talents, passions, AND your challenges—what may be perceived as those “difficult differences” that others see and experience.

When you have a clear picture of how you are perceived, which may or may not be true, your job is to manage those perceptions so you can work more effectively with others and work to minimize those challenges where appropriate. However, the most important thing to do is be comfortable with what you find. This is not arrogance, but *self-confidence*. A simple recognition of what is good and right about yourself and what needs some work. This is a critical step, because when you can articulate that for yourself, you provide that space for others. If you have confidence in yourself, you are less threatened by the actions or thoughts of others. When you are not threatened by others, you are more accepting of their words, actions and deeds.

How much of a difference could this make in your relationships?

Each of us is uniquely suited to be who we are. Each of us has our individual strengths and abilities. Each of us is a unique blend of experiences and preferences. It is through the successful integration (acceptance) of these individual differences that the strength and ability of an organization is realized. And it all started with building and sustaining interdependent relationships that allow people to *Make a Difference* and be a contributing member of your work community.

Are You M.A.D. About Your Work Relationships—*Making A Difference*?

In order to build and sustain sound interdependent relationships, the only thing you can control are your own actions; here are some things that you can do every day:

- **Be comfortable in your own skin.** By building your own self-confidence, you are less threatened by the differences of others and will even find it easier to let others step forward to take the lead.
- **Allow others to be who they are.** Realistically, people don’t change that much. Let them operate from their core and learn to recognize the respective strengths of others.
- **Create trust by giving trust.** Be honest, fair and consistent in your actions and words. Give others the benefit of the doubt. This creates the space for others to follow suit.
- **Be inclusive.** Make sure that everyone has the opportunity to contribute. It is the differences that make us great, and the differences help us to fill in each others’ gaps.
- **Talk about what has meaning.** A real exchange of ideas is enriching and empowering. Speak with honesty. Be direct, specific, and non-punishing.

Book Review: “*Love and Profit: The Art of Caring Leadership*”

By James A. Autry

Autry writes, "Management is, in fact, a sacred trust in which the well-being of other people is put in your care during most of their waking hours." He explodes the myth that "nice guys finish last" in this practical and humane management book. This book explores the art of creative and caring leadership and the belief that business is a uniquely human endeavor.

It is an easy read that makes you stop and consider that the primary source of effective management is your ability to form deep and abiding work relationships with the people around you. Autry speaks to the rewards of a caring management style that helps create a workplace where people *want to* and *can do* the work that is asked of them; thus, generating higher productivity, morale and profits.

In brief chapters, he offers clear and compassionate guidance for dealing constructively with the single biggest variable in the workplace—people. He breaks down how to successfully handle the most difficult situations and decisions you will face. Consider this a handbook that puts a human face on doing business in the workplace. Autry’s writing is insightful and full of aha’s, and he helps you find the way to bring our humanity into the workplace in a way that supports people and the business.

Featured Service: *Coaching*

Are you looking to *Make A Difference*? Coaching is a tried and true investment to develop new skills sets, see things in new ways, internalize new behaviors and overcome obstacles.

I will work with you to overcome the issues that keep you up at night and help you deal successfully with the recurring issues that can cloud your horizon and limit your vision. Coaching can help you achieve insights and results faster and easier than doing it by yourself.

Are you ready to reap the benefits?

- Gain clarity & purpose to stay focused
- Create a legacy
- Build and sustain life balance
- Deal effectively with difficult people
- Get work done effectively through others
- Build confidence and credibility

“Things do not happen. Things are made to happen.” John F. Kennedy

If you are looking for results that fit your situation, work style and learning needs, then contact Angela C. Gonzalez today for a **complimentary** coaching session.

Tel: (925) 258-0304

Email: angela@meridiancoaches.com

Visit us on the web at: www.meridianconsultinginc.com

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