



## Corley Hanson Associates Newsletter

Making Your Business a Team Sport!  
June 2006

### Greetings!

### Welcome to Summer!

Will the fact that June 21st has come and gone affect you, your work, your leadership and your goals? Every season brings new opportunities. What does summer feel like for you?

*Will you focus more on family, friends and making memories?  
What will be different?  
How do you want to remember the "Summer of 2006?"*

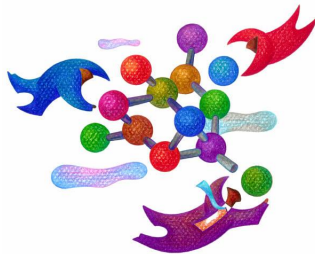
We have a great guest author in our newsletter this month. . .Judy Ringer! Judy introduced Will and I to Aikido and how we could use it for building teams and developing leadership and presentation skills. She has always been inspiring. >From a personal and professional perspective---we know you will enjoy her book on conflict.

Seize the day!  
With warm wishes,  
Wendy

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### Turning Your Talents Into Strengths



Corley Hanson Associates has been conducting a workshop for many years based on Marcus Buckingham's work from **Now, Discover Your Strengths**. It is a powerful concept of really identifying one's talents and working to turn them into strengths and finding out how they fit into your work and how they can help your Team move the business forward.

We have summarized some of the key points of the book, which also includes an online assessment to help identify your talents. To read more, [click here](#).

When we work with Teams what we do is:

- Have each Team member take the online assessment and identify their five main talents
- Then we present these talents to the whole Team and the Team gives the individual feedback on how they see these show up

This is always an interesting part because, in life, we do not always see our own talents. We take them for granted as they are easy – it is not hard for us to do so we don't really appreciate them. It is a wonderful activity to see other people recognize these talents and clarify and request how they can really help the Team.

We feel doing this exercise really strengthens individuals and Teams around:

- Performance
- Engagement
- Motivation
- Contribution to the work of the Team
- Commitment
- Roles

For more information about having this half-day or full-day workshop at your company, please contact Wendy Hanson by email [whanson@corleyhanson.com](mailto:whanson@corleyhanson.com) or telephone 401-490-6897.

## Be Curious - And Be A Successful Communicator

by Judy Ringer, Power & Presence Training

There are many ways to improve the way you communicate. For example, you will always start things off on the right foot by opening the conversation in a way that creates mutual respect. Using phrases such as, "If you have a minute, I'd like to talk with you about something that I think will improve the way we work together," helps set your conversation partner at ease. It tells him or her that you have positive intentions.



It is also important to know your purpose for the conversation. Some purposes are more useful than others. A useful purpose is one you have power over. For instance, you can control your own reaction; you can share your view; learn about your partner's view; work toward a sustainable solution.

On the other hand, examples of purposes that are NOT useful are: trying to change the other person; attempting to control their reaction; or going in with a hidden agenda.

### Be Interested

Of the many ways to improve your conversation skills, one of the best is to be interested. **Curiosity is one of the most useful tools in the communication toolbox.** When you enter the conversation with "beginner's mind," you will necessarily adopt the attitude of a learner. You will not have to pretend to ask honest, open questions. They will come naturally. As you listen, you can reflect on what is being said (and not said). You will gain information and ease tension. If you can't think of a question, you can always acknowledge what you've heard, or you can say: "I see, tell me more about that."

One of the reasons we're not curious more often is that **we mentally equate curiosity with agreement**. We think that if we don't disagree immediately, our conversation partner will assume we're okay with whatever he is saying. This is not useful thinking. It prevents you from seeing the whole picture and from learning where your partner is coming from.

The next time you find yourself in a difficult conversation, give yourself and your partner a gift by asking questions - questions to which you do not know the answer. Watch what happens. You will learn a lot, and you will feel more powerful, not less. Remember - listening does not equal agreement. It means you are a skilled and active learner, a good partner, and a conscious communicator. Live, learn, and enjoy the moment.

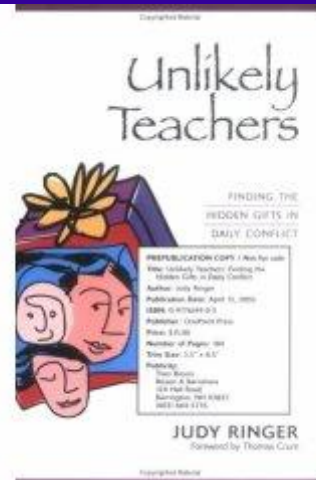
Good luck and good communication!

## Book Review: Unlikely Teachers: Finding the Hidden Gifts in Daily Conflict

By Judy Ringer

There are many gifts in this book that are relevant to using the energy of conflict as a source of success in your life, as a leader and with your colleagues of business. This book brings such clarity and common sense to the subject as well as ways to apply the lessons.

It utilizes the principles of the martial art of Akido showing how resistance and connection can become the tools of collaboration. As in Akido, to become a master one needs to practice everyday on the mat where lessons are learned everyday. This is a book of discovery showing how we can choose to make conflict our guide to success if we practice these guiding principles each day.



## Some New Resources!!!!

[Alphachimp Studio Inc.](#) explores visual learning as a powerful tool in critical thinking, problem solving and strategic planning. It's a process called "Graphic Facilitation." Check out their website.



[Mindjet MindManager 6](#) - Mind Mapping is a powerful technique for quickly generating, capturing, and organizing ideas, tasks, and activities. Utilizing this unique technique, MindManager ensures success by empowering you to focus on the details, mitigate risks, and exploit opportunities. Check out their website and you can download a 21-day trial. It's awesome!



## Movie Review: "Akeelah and the Bee"

I must admit this movie sucked me in all the way. This is a movie of hope and courage. This is a movie that shows success is about following your natural talents even in the face of obstacles (inner, environment, economic). The movie teaches us a different lesson about competition; that the best competition is when two compete to make each other better and in that sense there is no loser. The relationship between Akeelah and her coach underscores the importance of having someone who believes in you (even more than you) and that success is a product of support by others.

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