



Corley Hanson Associates Newsletter Making Your Business a Team Sport! September 2006

Greetings!

This month we focus on "Leadership and Transparency." Leading and managing a team or teams of people can be very challenging. Transparency is one way to let your team be in on the project. Leaders no longer have to hide out by themselves and figure it all out. Asking for help and saying, "I don't know" are now valued in many workplaces. Enjoy Will Corley's poem about transparency.

September is often a month to take stock as we move into the fourth quarter. We become more results focused at this time. What's your focus for the last few months of 2006? What are you moving towards?

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Transparency Defined

Transparency Defined

- Permitting free passage
- Allowing light to pass through
- Clear and easy to understand
- What you see is what is
- What you don't know is what you don't know
- Taking the mystery away
- Sharing knowledge and information/what you know and understand
- Leveling the playing field

Transparency and Leadership is such a powerful concept that it is hard to define. However, when you experience transparency in a leader you will find a sense of openness that invites others to participate, to seek and share knowledge for the sake of something bigger than themselves.

Transparency is a compass/principle that guides leaders and connects us all. Transparency provides a model for sharing vulnerability because it is what we all share in common. Transparency is the engine for learning, where we share what we know and what we don't know. Transparency speaks to the limits of what individuals can contribute on their own, but when they are open to what they don't know, to asking for help they invite all the parties to the party. And the irony is that the more transparent/open a leader is, the more impact they can have to ignite and engage others.

Transparency speaks to leaders becoming clearer where they are taking others, what they are engaged in together, bringing a shared clarity of purpose, outcome. Transparency becomes a way people; members of teams, classes, organizations act and engage each other.

Learning for individuals, teams, groups and organizations are so important in this age of complexity that the more we are transparent about what we know, what has worked, what has not worked the more we stroke the learning goals, the greater we will be able to adapt.

Poem by Will Corley

Out front for all to see
We choose to meet
With open eyes
It is here we greet
To hear our voices
Dance in ways we/they could not know before
It is here we beseech each other
To pull down the curtain
To sing. . . . find that song
Take the mystery away
Giving us all reason
To believe



by *Will Corley*

Cool New Things: Google's Personalized Homepage

Google's personalized homepage lets you put an assortment of information right at your finger tips! Just like Google, of course!

You can set it up yourself and include access to news venues, horoscopes, weather, . . . whatever you fancy.

Want to sign-up? Just visit the personalized home page area - <http://www.google.com/ig>.

You'll see a big image underneath the Google search box. Click on that, then choose whatever items you are interested in (more on these below). Don't worry too much about what you choose, because it's all easily altered later.

When you save your options, you'll either be asked to sign-in to your Google Account or create one if you haven't yet got one. And that's it -- you'll be personalized.

Once created, you'll see something that looks the same as the regular Google home page above the search box. But below that, you have the option to add a number of modules of your choosing. Here are some of the options:

Stocks: Allows you to see major indexes or add any tickers of your choosing. Selecting one of the stock links shown on the personalized home page takes you to Google web search results for that ticker symbol.

Weather: Enter a US ZIP code (the service is US-only for now, Google says), and you can have the weather for that area displayed. Click your city link, and you'll be taken to Google web search results with an extended forecast.

Quote Of The Day: Appears to draw from what's featured on The Quotations Page for the day.

Word Of The Day: Appears to draw from the current word of the day featured at Dictionary.com.

Driving Directions: Allows you to enter addresses on your personal home page to get directions. However, there oddly is no way to save a set of directions or locations to your page, once generated.

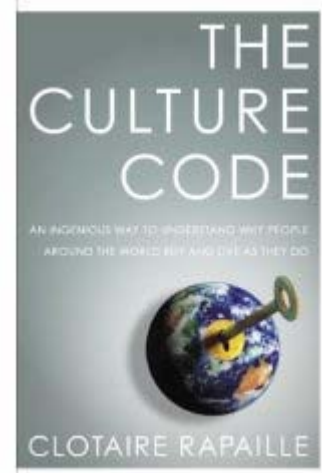
Movies: Provides a selection of movies showing near the US ZIP code you enter, and clicking on the "Showtimes" link brings up a page of extended show times for the area, as with this example.



Book Review: The Culture Code

by Clotaire Rapaille

This is a fascinating easy read filled with ideas and insights regarding choices people make. The author takes you behind the scenes of how he has cracked the "culture code," making the reader understand why people around the world are so very different in how they live, what they buy and act. Understanding if you are "On Code or Off Code" can be the difference between success or failure. At his "Five principles Discovery Session" (where he has people relate their earliest experience, most powerful experience and most recent experience whether it be about a car, beauty or country this provides) uncovers the code that many fortune 100 companies have employed him to help them succeed:



- Principle 1: You can't believe what people say
- Principle 2: Emotion IS the energy required to learn anything
- Principle 3: The structure, not the content is the message
- Principle 4: There is a window of time for imprinting and the meaning of the imprint varies from one culture to another
- Principle 5: To access the meaning of an imprint within a particular culture, you must learn the code for the imprint

Buddha and Teams

"Four blind men went to the zoo and visited the elephant. One blind man touched its side and said, 'The elephant is like a wall.' The next blind man touched its trunk and said, 'The elephant is like a snake.' The next blind man touched its leg and said, 'The elephant is like a column.' The last blind man touched its tail and said, 'The elephant is like a broom.' Then the four blind men started to fight, each one believing that his opinion was the right one. Each only understood the part he had touched; none of them understood the whole."

Team Members need to understand each other and how they fit into the bigger picture

From *Dropping Ashes On The Buddha: The Teaching of Zen Master Seung Sahn* edited by Stephen Mitchell (Grove Press, New York, NY, 1976)

Movie Reviews (two for the price of one): United 93 and The World Trade Center

Both these movies captures one of the darkest days in our history with heart and a sense of connection to the spirit of those who died on that day. Quite frankly, I put off seeing both these movies not wanting to revisit that moment in time, where time stood still.



In the movie World Trade Center, we are literally buried with the transit workers, who through the will to live and courage, would survive as well as the dedication of others we become renewed at the end of the movie with hope.

In United 93, we are brought moment by moment into what transpires on the plane as well as the struggle to come to grips by the air controllers of what is taking place and the helpless feeling of being many steps behind these events of terror. However, what is most powerful is how the passengers come to realize what a choice they have to make and choose with courage to not give in but to fight back when all is lost.

I strongly recommend both these movies because they speak to what is best in all of us.

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