

Chart Your Change



"Chart Your Change" is about knowing you're ready for your life to take on another dimension of meaning and growth; trusting yourself to achieve what is possible without yet knowing.



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*"Most discussions of decision making assume that only senior executives make decisions or that only senior executives' decisions matter. This is a dangerous mistake."
-- Peter Drucker*

Flo Mauri – Coach, Consultant, Educator, Speaker

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Welcome to Chart Your Change

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1. SPECIAL COMMEMORATION TO ALL FATHERS

Sonora wanted a special day to honor her father, William Smart. Smart, who was a Civil War veteran, was widowed when his wife died while giving birth to their sixth child. Mr. Smart was left to raise the newborn and his other five children by himself on a rural farm in eastern Washington state.

After Sonora became an adult she realized the selflessness her father had shown in raising his children as a single parent. It was her father that made all the parental sacrifices and was, in the eyes of his daughter, a courageous, selfless, and loving man. Sonora's father was born in June, so she chose to hold the first Father's Day celebration in Spokane, Washington on the 19th of June, 1910.

2. QUOTE OF THE MONTH

In honor of Father's Day:

"I watched a small man with thick calluses on both hands work fifteen and sixteen hours a day. I saw him once literally bleed from the bottoms of his feet, a man who came here uneducated, alone, unable to speak the language, who taught me all I needed to know about faith and hard work by the simple eloquence of his example."

-- Mario Cuomo

3. MIDDLE MANAGERS -- THE UNSUNG HEROES

The Wall Street Journal addressed the plight of middle managers in an article by Carol Hymowitz, "*At Some Firms, Middle Managers Are the Unsung Heroes.*" The author writes, "These days, many middle managers are handling more work with leaner staffs...In many of those cases, the middle managers are the ones who stepped forward to show their superior leadership qualities."

Managers are the backbone of the organization and its core productivity group. While they've achieved their success through their solid competencies, and have conscientiously stepped up to their tasks, they do so in many cases without the training and skills that can help them excel and thrive. This can lead to frustration and even burnout, to staff turnover, poor company moral and substandard company performance.

I'm passionate about the role of middle management and have created a powerful new program, "***Bridging the Gap: Developing Leaders for Tomorrow***" – a compelling strategy addressing the specific needs of middle management.

The program is designed to bring together, as many as eight managers in a training/coaching environment facilitated by an experienced coach. The benefits are extraordinary, including valuable feedback, support and advice from managers in other professions/industries. In addition, managers will:

- Become skilled in building quality work relationships.
- Become skilled in holding the right conversations to resolve differences.
- Develop skills to create an emotionally intelligent workplace.

How It Works:

- Managers have competencies and strengths which may not be fully realized or developed. This program will maximize untried abilities by focusing on natural talents, strengths and inner resources.
- This program takes advantage of the "*common ground*" which resonates with all managers to create a collaborative problem-solving environment.
- The group is facilitated by an experienced corporate coach to help managers develop new skills and master critical conversations, recognize and leverage people styles, build quality work relationships.

Can you see a different future? Relieve the stress of working with difficult people, lead your team with confidence, and influence decision-makers. Advance your skills in all these areas with support, coaching and training.

Find out more about this ground-breaking group coaching program for managers and contact me at flomauri@aol.com

4. COACHING REFLECTIONS

- **Nothing stays the same forever.**
This can be especially comforting to understand when faced with seemingly insurmountable problems.
- **Change your thinking from the way you have always thought.**
In order to get something different than what you've always gotten.
- **"You" are a relationship. You are not alone.** We're all always in relationship with other people and our environment. Sensing into and appreciating our many interwoven relationships is crucial to maintaining a life affirming, compassionate experience of "self" and "other" and what is possible in the world.
- **"Problem" and "solution" are two sides of the same coin.** When experiencing a problem, do your best to find a way to flip the coin.
- **We each have all the resources we need to live a fulfilling, healthy life.**
This is especially so when we consider we each have resources available to us from our network of friends, family members, colleagues, and community at large.
- **The whole world is talking to you and offering you all you need.** The task is learning how to "listen" and receive.

Requirements for Coaching:

1. *Be committed to your personal growth*
2. *Be open to having new experiences*
3. *Be willing to expand your thinking*

If you're ready to be coached or want to find out if coaching is right for you, contact me at flomauri@aol.com to arrange for a complimentary consultation.

5. COACH'S TIP # 18 - THE OBSTACLE IN OUR PATH

In ancient times, a king had a boulder placed on a roadway. Then he hid himself and watched to see if anyone would remove the huge rock. Some of the king's wealthiest merchants and courtiers came by and simply walked around it. Many loudly blamed the king for not keeping the roads clear, but none did anything about getting the big stone out of the way. Then a peasant came along carrying a load of vegetables. On approaching the boulder, the peasant laid down his burden and tried to move the stone to the side of the road. After much pushing and straining, he finally succeeded. As the peasant picked up his load of vegetables, he noticed a purse lying in the road where the boulder had been. The purse contained many gold coins and a note from the king indicating that the gold was for the person who removed the boulder from the roadway. The peasant learned what many others never understand. Every obstacle presents an opportunity to improve one's condition.

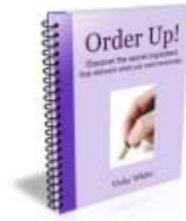
-- Author Unknown

Your thoughts and comments are always appreciated. Email me at flomauri@aol.com

6. SPECIAL OFFER - ORDER UP!

Order Up! The secret ingredient for delivering what you want, everyday.

For \$7 you'll have everything you need to be intentional about your day and determine how you want it to go. **Grab yours now!**



Do you realize you are either:

- setting your day up to be just like any other day
- or, if you imagine how difficult it could be, setting your day up to be exactly what you don't want?

It's that easy! Just **click here** to get your ebook now.

Have a Joyful Month!



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Request Flo for your next event. In addition to being the founder of Thinking Well Consulting, Ms. Mauri is an Executive Coach and Educator at NYU, teaching Organizational Behavior, Emotionally Intelligent Leadership and Management Styles. She is certified in Conflict Resolution and Organization Development. Ms. Mauri specializes in assessment tools and self-awareness techniques for maximizing human potential. Are you getting in your own way toward advancing your true aspirations and talents? Are you experiencing challenges in your business relationships and want to breakthrough repetitive no-win cycles? Are you ready to define and lead with your strengths? A coach can help you take action to achieve your goals. Contact Flo today for a conversation.

Chart Your Change is your select source for inspiration, coaching tips and personal development. We share the very best of essays, research studies and success tools for taking your human potential to the top of Maslow's pyramid: self-actualization and transformation.

If you enjoyed this issue we'd love it if you'd spread the word. If you receive this newsletter as a forwarded message and would like to opt-in on the list, send an email to: flo@thinkingwellconsulting.com and type "Add me in," in the subject line. If this email address has been mistakenly added to our list and you want to be removed, please type "unsubscribe." Your e-mail address is never shared with anyone without your permission.

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