



Issue 34

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WorkStyle by design

A bimonthly e-newsletter brought to you by **merrymentality**

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merrymentality inspires leaders and emerging leaders to have increased sustainable energy.

Our unique approach of discovering and designing your WorkStyle creates an ascending spiral of continuous choice and sustainable energy.

work+lifestyle=WorkStyle®

Professional Coaching and Speaking

Welcome

Welcome to the July issue of **WorkStyle by design**.

Much has happened here at merrymentality since the May issue. Belinda has co-facilitated two very successful Coaching Clinics for a government department; she has rested, rejuvenated and recreated during a 10 day vacation to Thailand (read more about this on page 3); **merrymentality** is about to have an office (more about this in the next issue); Belinda has fallen in love; and India continues to provide Stress Management Consultancy as only a 9 year old toy poodle who LOVES the beach can do.

This issue of **WorkStyle by design** focuses on re-creation. We have a very special guest profiled under the spotlight; Belinda shares the irony of being a Work/Life balance coach; and introduces two new members of our virtual team!

Until September, when we visit your inbox again, have a sensational couple of months.

With warmest regards, **Belinda**, India and the merrymentality team. xxx

What Makes a GREAT Coaching Client?

May's **WorkStyle by design** focused on celebrating success. **merrymentality's** clients are often celebrated as WorkStyle Winners and have been featured in past issues (see www.merrymentality.com.au/wbd.html). One such client is Jenny Klaster, a featured WorkStyle Winner (issue 31, January 2006) and seen under the spotlight (issue 5, September 2001) who was last month headhunted into a new senior role at one of this state's largest organisations, employing 15,000 people.

Given that back in early 2000 not many of us really knew what coaching was, Jenny showed great trust, willingness and open-mindedness to accept **merrymentality's** offer of 3 months pro bono coaching. Jenny was Belinda's second ever client, and has worked with Belinda on and off for the past 6 years. It just goes to show that coaching continues to demonstrate very powerful results when three factors are present:

- You have a strong desire to develop your potential,
- There's a gap between where you are now and where you want to be, and
- You're ready and willing to take action to achieve the results you want.

Congratulations Jenny! We know you'll give the new role your very best and that you will continue to discover and design your own perfect WorkStyle.

Spotlight on... India Pink Merry



India sailing on the winning Couta Boat "Blondie"

"..get outside at least once during the working day - see the sky."

India Merry



This issue of **WorkStyle by design**, Reena Chadha from Insurance Australia Group was going to be under the Spotlight. However, a couple of weeks ago Reena was involved in a car accident. She is OK but taking time off to recover from minor concussion and a few bruises so could not be featured in this issue. We look forward to seeing a spotlight on Reena in the near future.

Like all good publishers, **WorkStyle by design** has a backup profile so we are pleased to shine the Spotlight on **merrymortality's** Stress Management Consultant, India Pink Merry.

How would you define your WorkStyle?

The day starts with full body stretches followed by breakfast. I then like to step outside to investigate the day - who's doing what, where. The majority of the day is spent resting and relaxing in a warm spot (in winter in front of the fire; in summer in the sunshine on the deck). The key component of my Stress Management role is when I take Belinda for a walk on the beach and chase the seagulls and my ball.

How did you discover your WorkStyle?

Like many of us, my health dictates my WorkStyle. I suffer from spina bifida which limits my body movement so exercising is not something that I can do a lot of. As a puppy I used to walk more but as the years have progressed I find it more and more painful. Now that I am living at the beach, I find it much easier to walk and run on the soft sand so I can exercise 5-6 times a week these days. As of last summer, sailing Couta Boats has also become part of my WorkStyle. I especially enjoyed KPMG's corporate day where I was the star of the winning crew.

Has it changed over the last few years? Why?

Moving from warm, sunny Queensland has been a big change for me. I used to have half a hectare (approx 1.25 acres) to sniff around as well as neighbours to visit such as Kalhua the horse and Eric the echidna. Now, as I enter my older years at 63.5 human years old, I find that I don't need to socialise as much, apart from the pelicans and seagulls at the beach. I'm far more contented in my own company. Staff at **merrymortality** have come and gone but I'm persistent and now one of the longest serving employees, thus I don't get too fussed at who is around - so long as Belinda is in sight, I'm content (and so is she!).

What has been your biggest shift?

Adjusting to a new environment with the cooler weather, the sand and unfortunately, the fleas. I now have to use flea prevention medication but it is a small price to pay for comfort and health. Each day I try to ensure that I'm doing what I need to do to stay healthy. Am I eating right? I've lost 2.25kg in the last 6 months and feel so much better. Am I sleeping right? Am I exercising right? I need to adjust my eating, sleeping and exercising to my new environment as well as seasonally and as I age. Many humans often forget to do this and try to maintain the same old routines year in and year out then, when the routines don't work, they get frustrated. Perhaps I should evolve more into a Change Management Consultant as I mature!

Which single WorkStyle practice has had the most impact? Why?

Going outside every day to see the sky. In my current role as **merrymortality's** Stress Management Consultant, I notice that Belinda can be stuck on the phone or behind her keyboard for hours at a time. It is my role to ensure that she gets outside and connects with nature on a daily basis. It makes us both more productive and effective, and definitely happier.

What are or have been the biggest issues for you around designing your WorkStyle?

Being so cute, I'm often not taken seriously as a Stress Management Consultant. However, once clients, colleagues, friends and family get to know me, they are amazed at my stress relief capabilities.

What tips would you give others to improve their WorkStyle?

Be sure to get outside at least once during the working day and see the sky. Walk around the block or better still, in the park or on the beach.



Whose Holiday is It? by Belinda Merry MCC

So here I am, sitting in one of Melbourne's finer restaurants eating my favourite meal of duck curry. I'm with my wonderful new boyfriend Mark, his sister Catherine, and my gal pal from school, Jane, who months ago introduced Mark and I. It was not the place to make a scene! "What scene?" I hear you ask.

So Catherine says to Mark "Given you're going to Thailand in 2 days, have you been doing all-nighters to get ready?"

I look perplexed. Catherine looks at me and says "Don't you know, Belinda? He usually works all night for at least 3 days before he goes away AND takes his notebook (laptop) away with him."

No, I didn't choke on my duck, but I nearly did. *The notebook? What did she say? Mark will take his computer away - to Thailand - on holidays!*

Fortunately, I'd been on a call to my coach a few days beforehand and we had spent 90% of the call discussing this upcoming holiday. Would Mark and I get on? Did I deserve a holiday after the major upheavals of the past year? What would we do? How would Mark cope in SE Asia given he was used to holidaying in Sweden? My coach coached me around "Whose holiday was it?" and I had decided it was Mark's. Whatever he wanted to do, I'd be fine with it. Given I am a holiday expert, and Mark is a holiday novice (his ex-wife is Swedish so his holidays consisted of visiting relatives in Sweden), I wanted to stretch myself and give. I wanted to be unselfish and let someone else dictate the destination, accommodation, style and content of the holiday (*did I type that??*).

So back to the duck. I didn't choke; I just **looked** like I was choking! Catherine, Jane and I gave each other '**the look**' across the table but I didn't say a word to Mark. This was NOT easy for a work/life balance coach to do... I'm sure you can appreciate that.

So off to Thailand we went. It was brilliant. Our first 3 days were at Ayutthaya, the capital of old Siam, where we stayed and played with elephants. I can't recommend this highly enough. For A\$100 each per day we got to ride, look after and bond with our very own elephant, plus all meals, air-conditioned accommodation with our own outdoor bathroom, and we could go to the elephant nursery and play with the babies whenever we wanted to. I encourage you to visit www.elephantstay.com to see what is on offer at the Royal Elephant Kraal. There are 90 elephants including 23 baby elephants! Did you know that baby elephants have no, or very little, control over their trunks? This is why they look so 'out of control' when they are playing with their little (size is relative when talking about elephants!) trunks swaying every which way.

Then **IT** appeared on day 2... **The Notebook!** I still didn't say anything. I'm newly in love with Mark and intended that our holiday be smooth. He was quietly downloading elephant photos and then I looked across and saw it... emails, code, **WORK!!!** Arghhh! So what does a WorkStyle Warrior do? I simply opened my Sudoku book and obsessively did Sudoku's for the next 9 days. Whenever the notebook came out, so did the Sudoku book. The only time I mentioned the notebook was on my birthday when Mark, extremely graciously, closed it and took me to the bar for a refreshing beverage.

So why am I telling you this story? Firstly, it was a personal shift for me to let go of having the holiday MY way. Secondly, I love Mark and want to let him be who he is. Thirdly, it really didn't impact on my holiday (*did I type that?*) and I'm now really, really good at Sudoku. Lastly, I smile at the irony of it... **WorkStyle Warrior loves a wonderful man who holidays with his computer!**

The photos in the left-hand column were taken by Mark. He is an extraordinary photographer and an extraordinary person. I'm so grateful to not only have met him (thank you Jane) but to have travelled to Thailand and had an amazing elephant experience with him. Thank you Mark.

Do visit www.elephantstay.com to see more elephant photos and what experiences are on offer.



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Training vs Coaching - How They Support Each Other.

How often have you been on a training course leaving motivated and enthused about putting your new learning into action? Then reality hits. You are back in your regular role, juggling projects, people, email and tasks. Before long the course is a distant memory and you are doing well if you get to implement one or two things you learned.

Research* has shown that training alone increases productivity in the workplace by 22%. However, training combined with coaching increases productivity in the workplace by a staggering 88%. That's a four-fold increase by simply adding in follow-up coaching.

Why am I telling you this?

As you read in May's **WorkStyle by design**, I undertook a 4-day Train the Trainer course with Corporate Coach U to become a licensed Coaching Clinic® facilitator. I am now able to lead a very powerful and experiential 2-day 'Manager/Leader as Coach' program in organisations and corporations. I did the training in March and as I do, came home, went through the manuals, highlighted key points and promptly put the manuals in the merrymentality resource library. Don't we all do that? You know, put the training manuals in our credenza or bookshelf, never to see the light of day again?

However, prior to the actual training course, I had arranged with an experienced Coaching Clinic® facilitator to co-facilitate with her so that I could get some practice and she could see my style at the front of the room. This kept me motivated as I knew in 6 weeks time I would be putting into action what I had learned. It was a win:win for us both. She now had a partner, so the pressure to lead 24 participants alone was lessened, and I had an 'expert' on hand in case I needed some guidance or support. Virginia was a gracious co-facilitator and we agreed on our objectives: mine to cement my recent learning and have fun, hers to share the load and to learn from another facilitator's style and process. Both our objectives were well met but the best feedback we got was from our participants, a huge government department in New South Wales, about how well we worked together and how different our facilitation styles were. We both brought something to the audience that made the program rich, varied, flexible and fun.

Now I feel confident that not only have I been trained but I've been coached by the 'expert' Virginia. My Coaching Clinic® facilitation skills are 4 times more effective than they would have been if the manual sat on the bookshelf for another 6 months.

Virginia and I are keen to continue working together as we lead Clinics, so be sure to let me know if you would like to explore what the Coaching Clinic® can bring to your organisation.

Email Belinda at belinda@merrymentality.com.au or visit the website to find out more - http://www.merrymentality.com.au/coaching_types.html

*Manchester Consulting 2002, IPMA Laabs 2000

Update from Belinda

merrymentality has moved into a new phase by engaging two virtual assistants to streamline our adminstrivia. merrymentality clients may now interact with financial guru Jenny Joosten from Virtual Admin Solutions, while Professional Coach's Business System (pcbs) owners have the talented Syd Sallivan from Hepburn Principles to fulfil their orders. We are thrilled to welcome Jenny and Syd to the virtual team.

Do visit their respective websites to see what wonderful and professional services they offer. www.virtualadmin.com.au www.hepburnprinciples.com.au

Look out for photos of the new office, next issue! Warmest regards, **Belinda x**