

# Catalyst<sup>©</sup>

Catalyst is for alumni of our executive development seminars to remain connected, and for other interested parties to learn about what we do. It covers the main strands of our work:

1. Developing business leadership capacities from within using performing arts as a vehicle
2. Creating values-based organizations using a 12-Step model

## Working Retreat Helps Business People to Refocus



Nestling by the coast in the heart of Catalunya, the Vida Visión Centre in Cadaqués is set in a small, exclusive residential complex surrounded by gardens, mountains, and the Mediterranean Sea.

How many times recently have you heard yourself saying “I don’t have the time”, “I’m so tired”, “There’s just too much to do”?

Maybe it’s time for a working retreat to refocus yourself?

One of the cornerstones of my vision is to offer leadership development work to business people in a retreat-like setting

where they can take the time they need to reconnect with themselves and their vision.

I was therefore very pleased to be invited by

Vida Visión to offer Catalysts for Change at their Centre for Personal and Professional Development in Cadaques, Spain.

We will be running the full five-day session from 10 to 15 October, 1999.

Course size is limited to 16 participants, so register early to ensure your space by contacting Vida Visión at +44

1582 764004, email vv@aquarian-euro.prestel.co.uk, or Dancing Star Productions at +1 413 367-9416, email info@DancingStar.com.

The most unmissable spot on the Costa Brava”

- Lonely Planet Guide

### Catalysts For Change

Feedback, 4 Months On

It’s coming up to four months since Catalysts for Change enabled me to reassess my life in relation to work. I came away from Dartington Hall with a different perspective on how I dealt with my job and also a tangible action plan. I can still feel the effects of Catalysts at work and my colleagues notice it too!

The main outcome of Catalysts for me was a reappraisal of my role at work and my relationship with the organisation within

“Rather than “disintegration on re-entry” after returning to the workplace, if anything I experienced the opposite...”

which I work. This has proved to be of great benefit and has reduced significantly the frustration I used to experience. For that fact alone I am grateful for the experience.

Unlike the other participants on Catalysts, I found myself unable to create a vision of how I wanted life to be. Rather, I found it easier to picture how I did not want it to be. I did not find this a negative process however, merely one which was strongly influenced by my personal circumstances outside work. In fact, on return from Catalysts, some of these issues were resolved as a result of my experiences on the course.

I remain surprised about one fact. I used to work in a developmental group that actively sought new opportunities for personal growth. We adopted a term “disintegration on re-entry” as a way of explaining the effects to the individual of returning to their usual workplace after experiencing an intense developmental process.

If anything, I experienced the opposite after Catalysts, and was able to clearly articulate what I perceived to be my net gains to many of my colleagues. Catalysts for Change was, for me, a significant life experience, and one for which I thank all who participated in it.

- Gerard Hancock  
September 1998

## What Is Catalysts for Change?

In Catalysts for Change, we explore the nature and responsibilities of Leadership, and what stops leaders from achieving their full potential. We provide opportunities to explore new, creative options for maximising that potential, to move beyond and find new responses to the variety of situations facing leaders today.

If you join us, you will have fun - you may also work harder than you ever have in your life. Are you up for it? (see over)

### You can expect to:

- Increase your leadership skills
- Uncover hidden potential
- Move beyond your blocks
- Add tools to your repertoire
- Accelerate your vision for the future
- Work hard AND have fun

### Upcoming Sessions of Catalysts for Change will be held:

**When:** 26 September - 1 October 1999  
**Where:** Dartington Hall Conference Ctr  
Devon, United Kingdom

**When:** 10 - 15 October, 1999  
**Where:** Vida Visión Centre  
Cadaques, Spain



Catalyst - A Dancing Star Production  
*One must have chaos within to give birth to a dancing star - Nietzsche*

**Publisher**

Dancing Star Productions

**Editor**

Deborah Huisken

**Submissions**

Send submissions for Catalyst to 32 North Taylor Hill Road, Montague, MA 01351 USA. E-mail: [info@DancingStar.com](mailto:info@DancingStar.com). Deadline for Volume 2 Issue 2 is 15 September 1999. For submission to be returned, please include a stamped self-addressed envelope. We reserve the right to edit articles for length, clarity, and readability.

**Advertising**

Rates and deadlines available on request.

**Spirituality in the Workplace**

Watch for a very interesting article entitled "Spirituality in the Workplace: A Study of the Actual Beliefs and Practices of Managers and Executives", written by Ian Mitroff and Elizabeth Denton.

The authors draw some surprising and heartening conclusions on the prevalence of desire for a higher level of spirituality (as distinguished from religion) and values in the corporate American workplace.

The paper, to be published in an upcoming issue of Sloan Management Review, is based on interviews with over 100 senior executives plus analysis of questionnaire results. A book will be published in the Fall.

**Deb's Corner**

*To my friends, supporters, and other interested parties -*



As many of you know, I moved myself and my business back home to Massachusetts this past September. While it's been wonderful to be home among friends and loved ones, moving is, of course, stressful. As I've been

resolving two of the oldest and most painful relationships of my life at the same time, I've had a great opportunity to put our techniques for dealing with feelings to good use!

My approach is not for the faint-hearted - working with difficult feelings in order to release and transcend them is some of the hardest work we can do. I've grappled with resistance in the form of physical illness and depression as well as procrastination and self-doubt. But in using new and existing tools to deal with my resistance, I'm finding the strength to move on to new stages of health and self-discovery. I'm finding myself freer to be and express myself than I've ever felt before, in ways that used to feel impossible for me.

Some of the tools we work with include daily meditation, exercise, consciously choosing to have faith in a power greater than oneself, resting when tired, having fun, and when all else fails, going out and asking for a hug! Sounds simple, I know, but how often do you actually do it? I've found these tools need daily practice to make them work.

Last July, at a Lindy Hop Dance Camp in Sweden with over a thousand dancers, I got talking to an American expat living in Budapest, who used the following definition of spirituality - "an individual expression of a connection with something higher and greater than ourselves." It's a definition with which the executives interviewed for Mitroff and Denton's work (see side panel) on spirituality in the workplace concur.

Taking the risk to talk with a wide variety of people about my work and my beliefs - people who I might previously have thought "just wouldn't understand" - is confirming something I learned long ago. Sometimes the most profound lessons are learned in the most unexpected places. I have created Catalysts for Change because in sharing these lessons with others, they become more completely mine.

We will conduct a session of our two-day workshop, On Power in the Workplace, with tutors and consultants at the UK's Ashridge



*Olivia Dickson, Rick Morgan, and Kate Stanner, On Power in the Workplace pioneers*

Management College in the Fall. We held an inaugural session of this workshop last November with three intrepid pioneers. This will be a great opportunity to explore it further.

I am also in discussions with two major US treatment centers to offer versions of my work in their executive outreach programs. Watch this space for more on these projects.

Congratulations to Karen Seymour, who has now taken on responsibility for the growth of Catalysts for Change in the UK. Her first priority will be following up with people who've expressed an interest in our work in the past, so don't be surprised if you hear from her soon!



And a very fond farewell to Rick Morgan, who's been asked to return to work for the Home Office, in India! We'll miss his contributions to our work, but know he's needed where he's going.

**ARE YOU UP FOR IT?**

For more information: UK contact Karen Seymour, tel: 01634 727 306; rest of the world contact Dancing Star Productions: tel: +1 413 367-9416, email: [info@DancingStar.com](mailto:info@DancingStar.com). Or send completed form to 32 North Taylor Hill Rd, Montague, MA 01351 USA

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