

# Catalyst<sup>©</sup>

Catalyst is for alumni of our leadership development seminars to remain connected, and for coaching clients, prospective clients, and other interested parties to learn about who we are and what we do.

## Of Big and Small

While in London in October, I attended a talk by Charles Handy, internationally-recognized writer, broadcaster, speaker – some say prophet – on business issues.

Provocative and insightful, Handy spoke to an overflow crowd about thoughts which inform his new book, **The Elephant and the Flea: Looking Backwards to the Future.**

He spoke of his experiences trying “to find out for myself what it felt like to leave the shelter of organizations [for him, Royal Dutch Shell Group, London Business School, and Windsor Castle] and fend for myself, to be what I call a flea, outside the world of the elephants, the big organizations that had been the pillars of the employee society of the twentieth century”.

One of his main premises has long

been that big companies are contracting in size at their cores. As a result, he predicts that more and more people will find roles as contractors and suppliers of services, creating a so-called “portfolio career” in which one draws on a variety of talents and experience to build a suite of offerings of interest to those with resources to purchase them.

If you think you're too small to make a difference, you've never been in bed with a mosquito.

-Bette Reece

Handy speaks of the challenges as well as the freedoms of going out on one's own, and of the importance of a “golden seed” of inspiration and insight into our unique contribution to the world – that which starts us “to dream, and go on to find a passion”.

This is an experience common to the entrepreneurs I have known.

What is your “golden seed”, and how do you nurture it? – Deborah Huisken

### WORKSHOP ROUNDUP

## Dimensions of Leading

Dimensions of Leading (DOL), DSP's workshop which uses dance as the metaphor to explore issues of leading, following and team work, was enthusiastically received at a private session for the Society for Organisational Learning in London in October.

Used to re-energise the room after it had bogged down during the dreaded “after lunch” slot, all but one of the 30+ participants joined in, taking away a different perspective on leading and following.

Feedback from a public session given in Massachusetts in October included: “I liked thinking about how this relates to my role as a leader – how I approach leadership and followers”. (Judith Steinkamp, Campus Planner & Educational Consultant) and “This opened surprising avenues of ways to adjust and cooperate for me. Connecting with partners I would not normally choose opened up thought patterns I never had before. When I do my work now I am more prone to reach out to people I would not previously have thought of.” (Lee Evers, Regional Manager).

“Soft skills” are an area that more businesses, particularly cutting-edge businesses, are exploring as they come to understand ever more deeply how vital it is to work well with their “human capital”. DSP's workshops allow participants to creatively explore these skills, in a variety of formats, at their own pace.

For more details of any DSP workshop, go to [www.DancingStar.com](http://www.DancingStar.com). To schedule an in-house session call +1 413.367.9416, fax +1 425.675.7707 or email [info@DancingStar.com](mailto:info@DancingStar.com).

## What Is Catalysts for Change?

Catalysts for Change is a 5-day experiential retreat to help business people refocus and retool. We explore the nature and responsibilities of Leadership and look at the blocks and blindspots which keep leaders from achieving their full potential, drawing from a variety of disciplines including the performing arts, meditation, and 12-step principles. Participants access parts of themselves which are dormant or underutilized, exploring new, creative ways to maximize potential and respond to the rapid change facing leaders (and followers) today.

If you join us, you will have fun – you may also work harder than you ever have in your life. For more information, contact Dancing Star Productions at +1 413.367.9416 or [info@DancingStar.com](mailto:info@DancingStar.com), or go to [www.DancingStar.com](http://www.DancingStar.com).



Catalysts for Change, held at Dartington Hall Conference Centre, Devon, UK, is offered by invitation only – please contact us for details.

### YOU CAN EXPECT TO:

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



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

**Publisher**

Dancing Star Productions

**Editor**

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**Submissions**

Send comments, questions, and submissions for Catalyst to 32 North Taylor Hill Rd, Montague, MA 01351 USA. E-mail *Deborah@DancingStar.com*. 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.

**Notable Quotes**

Capacities for silence, honesty, and vulnerability are developmental achievements. – *Kevin Blanchard*

Business has taken too much of the heart out of the world – so much can be accomplished when they work hand in hand. – *unknown*

How do you know if your mission here on earth is finished? If you're still here, it's not. – *Richard Bach, Illusions*

Our duty in life is to bring the soul up front – the soul is that which is greatest within us. – *Marsilio Ficino mentor to the Medicis*

Opinion is an intuition to which you're attached. The key is to trust the intuition and let go of the attachment... – *coaching wisdom*

**Deb's Corner**



In February I embark on a leadership training program. A question from our intake was “what impact do you want to have on the world as a leader?” Here is my stand:

I want to inspire us all to keep health – primarily in the intangible emotional, intellectual, and spiritual realms – a key priority. Doing so, for ourselves and others, makes the world a safer place. I have chosen business – given its huge impact on the world, and that it is an activity in which I have inadvertently acquired many years of experience – as my arena within which to work.

Here is what health in these areas means to me.

First, I look at health as the opposite of disease. Pulling that word apart, it becomes “dis-ease”, or lack of ease. Applied to emotions, this is how comfortable and adept we are working with the emotions which we, as human beings, all experience – “good” ones, like love and compassion as well as “bad” ones, like anger and fear. I used to think that if I was doing it right I would not feel those “bad” feelings. I have learned that feelings are important signposts that we need to read accurately in order to take the direction in which we most want and need to go.

Intellectual health is the ability to range wide, finding stimulation and useful information wherever it lies without constraint from historical biases or prejudices. Have you ever discarded useful information because the source was unconventional or unexpected, only to have that same information, transmitted in a more familiar way, make perfect sense? I know I have, and I have since learned to welcome with less bias.

Spiritual health is an active and free-flowing relationship with a higher power

of my choice and understanding. For too long I thought my only options were the various religions with which I had come into contact, and which, for various reasons, I discarded as unsafe or irrelevant. What I have come to believe for myself is that there is a power greater than all that which is loving, kind, nurturing, and wants what is best for us, although the way to achieving that is often mysterious! Building a partnership with this power has brought me an ease and comfort which has been vital to my ability to walk the path I have chosen for my life.

It has been my experience that the richness and fullness of life comes through the intangibles - through these emotional, spiritual, and intellectual arenas of life which are harder to deal with precisely because of their intangibility.

Interestingly, I began to really live into these intangibles through the Lindy Hop dances and acting workshops in which I participated while in London. Suddenly a whole new world of sound, motion, colors, and possibilities opened up in my life. Here were people passionately committed to their visions. I had heard stories of such an approach, but had never experienced first-hand such passion – the risks, rewards, and aliveness of it!

I had seen intellectual passion in the business world, working with my first entrepreneur and one or two high tech engineers, and assumed these were unusual people. What I learned in London is that it takes a dream – a vision which comes from the heart, no matter what the arena – to move other people to follow, and that more of us can lead this way than we think. For me, dance was a perfect metaphor for this experience, one which has informed my subsequent approach to the business world within which I work. And it is these intangible riches which I now offer to my clients.



**ARE YOU UP FOR IT?**

To take advantage of any of these offerings – the executive retreat, workshops, or coaching – contact Dancing Star Productions, telephone: +1 413.367.9416, email: *info@DancingStar.com*. Or complete and send the form below to 32 North Taylor Hill Road, Montague, MA 01351 USA, fax number +1 425 675-7707. For more information, go to *www.DancingStar.com*.

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