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1 Are you interested in Executive Leadership Development? Do you use 360 degree feedback?

If so, then you may be interested in our new Authentic Leadership 360 which is being launched in September in London at the UK's first dedicated Authentic Leadership Conference.

"Driven by passion, driven by purpose, Authentic Leaders combine personal courage with ethical decision-making to deliver successful, sustainable and meaningful results."

If you would like to know more [click here to read a recent article written by Fiona](#), published in the UK online Journal of the Association of MBAs. It's quite a strongly worded piece, but then they did ask for her opinion, and she feels very strongly about Authentic Leadership and ethics!

For more about the conference visit:

www.authenticleadershipconference2011.wordpress.com

or see the conference flyer at:

www.cognitivefitness.co.uk

2 One-Day Thinking Styles Accreditation at beautiful Rutland Water location

We are delighted to announce a new One-Day Thinking Styles Accreditation Workshop* at our idyllic Rutland Water venue on 5th October 2011.

So, if you would like a refresher or if you are interested in becoming accredited in Thinking Styles email Fiona on:

Fiona.bj@cognitivefitness.co.uk

**Note that this one day Accreditation Workshop is ideally suited to people who already have a coaching qualification or who are already qualified to give feedback on another instrument.*

3 Use Thinking Styles to develop Relationship Strategies that Work!

"The strongest predictor of happiness is not money, or external recognition through success or fame, it's having meaningful social relationships."

Professor June Gruber at Yale University

Fiona recently flew to France to deliver a workshop on developing and maintaining great working relationships.

Of course, our Thinking Styles preferences affect our relationship strategies and also influence how important relationships and other people are to us. This will give you a quick flavour of the kind of things that Fiona was speaking about, and of course those of you have done Thinking Styles will probably know the answers to the following questions:



Did you know that people think and behave in 'patterns' and statistically, there are 3 kinds of people. What motivates you the most? Are you a 'people' person or more task focused at work?

- a) People Focused - relationships are the most important thing
- b) Task Focused - getting the job done is the most important thing
- c) Both People AND Task Focused - There's an equal balance between caring about people and having great relationships and completing all the tasks you have responsibility for

What do you think is the biggest predictor of a long-term successful relationship? You might be surprised at the answer. Research has identified that our disagreement strategy is THE MOST important thing. Falling out isn't the issue, it's how we 'repair' our relationship afterwards that is key.

After a disagreement the most important thing is not who makes the repair and offers an olive branch but how that repair is received and whether it is accepted or rejected.

If the olive branch is immediately accepted, this bodes well for your relationship, if it is rejected in any way, the suggestion is that your relationship strategies need attention if the relationship is to last and be supportive and meaningful. Call Fiona on 01476 861010 if you would like to explore relationship strategies further. Here are some tips on having great relationships:

- Be positive, supportive and collaborative
- Be generous - give something of yourself; allow people to get to know you
- Having good relationships is an active, daily choice and it takes effort
- Believe in someone's positive intention; identify what they are trying to achieve
- Be honest - with yourself first and foremost, and also with others

- Trust others to deliver and be supportive and trustworthy yourself
- Have a lightness of touch; don't be 'heavy-handed' or clumsy with people
- Always deliver!

Remember to have fun; laughter is a great predictor of great relationships

4. What have logs got to do with leadership?

Julia and I were talking about Authentic Leadership recently, which, as you can imagine, we do quite a lot these days. We were particularly discussing core beliefs and values and how they support ethical and moral decision making.

I think that core beliefs and values within Authentic Leadership is like a French-style log stack where you lay down your really important beliefs and values at the bottom to underpin and form the stable and solid base for the decisions that sit on top of them. In this way you have an elegant, secure, and balanced sense of self which endures. The logs in the picture were all hand-stacked by Julia after an oak had to be felled in her garden, not as part of some elaborate team-building event, just in case you wondered!

5. Competition

WIN a **FREE** Place at our Authentic Leadership Conference by answering the question: How many logs are in the photograph? E-mail your answer to julia.miller@cognitivefitness.co.uk Good Luck!



All correct answers will be put into a draw. The Editor's decision will be final. The winner will be announced in the next newsletter.

Fiona Beddoes-Jones and Julia Miller
The Cognitive Fitness Consultancy Ltd