

Hi

Welcome to High Ideals Member News.

from the desk of Carol McGowan Quality Assurance Manager...

I have been asked to write this weeks; 'from the desk'.

I must say the thing that has had my focus most over the last week has been an exam I have needed to study for as part of my Masters of Business Coaching studies. While the subject I was studying was not difficult I did find it hard to get motivated and inspired to do it. I also was concerned about my other commitments while I focused on this particular activity.

So you might say what does this have to do with the values of High Ideals? I know I certainly did. Then I decided to refresh my memory on what they are and my eyes were drawn to a couple of the values under the umbrella group of integrity. The ones that stood out for me were:

- Responsiveness - the ability to respond within reasonable timeframes to all manner of requests for assistance, service etc.
- Accountability - taking responsibility for attitudes, decisions and actions
- Honesty - a commitment to being truthful in your dealings
- Respect - respectful acceptance when dealing with others
- Prudence - consistent demonstration of the ability to make sound decisions in a well thought through and wise manner

My initial thoughts were that these related to my dealings with others. As I reviewed them I also realised I need to exercise these attributes in relation to myself. I need to demonstrate each of these for me when I make decisions. My primary point of accountability is to me. When I was committing to various actions I had taken my need to study into account yet I still felt a sense of 'guilt' by not being able to meet my normal response time of 24-48 hours. I then had to reconsider my priorities. All those I engage with know that at least this year and next year my top priority is my studies. Each one has said they will support and encourage me in this activity.

So the key point here is to remember is that we need to demonstrate integrity not only outwards but also inwards towards ourselves. In doing this our ability to demonstrate this to others will be enhanced and we will be the richer for it.

I would also like to take the chance to wish everyone all the best for the festive season. May this be a period of relaxation and refreshment and you get to spend it with those who mean the most to you.

Regards and Best Wishes for the Festive Season

Carol McGowan
Quality Assurance Manager

spotlight on values... by Noel Posus

This months value is Generosity of Spirit.

I'd like to share with you some key lessons I've learned about myself and business as a result of winning an award recently.

I've thought about whether or not it would be considered grandstanding to mention the award, but honestly this isn't about me bragging, but about my desire to be authentic and giving about the wisdom this award experience has inspired for me. I sincerely feel this could be of some benefit to others.

I'm the 2008/2009 Coach of the Year from the Australian New Zealand Institute of Coaching and I'm very honoured to have received this title which will be handed over to the next winner in April 2010 at a conference in Melbourne.

new member update...

A reminder that we have a few spaces left for our Leap of Faith offer available to the first 50 membership applications received. If you know of someone who embodies the values of High Ideals direct them to the High Ideals website.

events on the horizon...

NOTE: The High Ideals **Christmas** event in Melbourne will be held on **Friday 18th December** at Club Ringwood.

In Sydney, the **Christmas** event will be held on **Thursday 17th December** at Pazzo Restaurant, Surry Hills.

This a sit down, 3 course dinner. Price for members is \$50 and non-members is \$75.

If you haven't already, a reminder to RSVP to your invitation by Friday, 4th December.

forthcoming dates for High Ideals gatherings...

Melbourne:
4th February 2010
4th March 2010
8th April 2010
13th May 2010
10th June 2010

Sydney:
11th February 2010
25th March 2010
6th May 2010
17th June 2010

resources review...

This document outlines how the Balanced Scorecard can help identify key business strategies to achieve objectives in the following four categories:

- Financial
- Customer
- Internal Business Process
- Learning and Development

For more details on how this can be applied refer to the document for some helpful insights regarding it application in a business context. [click here](#)

be inspired...

Eat that Frog.

<http://www.eatthatfrogmovie.com/>

If you have anything inspiring or useful that you would like to share with your fellow members, please contact Julie at julie.saunders@high-ideals.com.

notable special offers

When I think about the nominations that achieved this award I realise how many of them were focused on what we refer to as High Ideals as Generosity of Spirit, meaning that it is the willingness to share openly with others for no other reason than that you enjoy giving.

This has been the theme of my life and my career; it is what drives and inspires me daily.

Here's what I've learned:

- There are mountains of evidence from both Humanistic and Positive Psychology research areas that demonstrate that when you give to others, it has a huge impact on your self-esteem, self-worth, confidence, motivation and inspiration.
- When you develop a reputation for giving, which is sincere and authentic, you become very "attractive" to others, meaning that they turn to you when they need assistance, an unbiased listener, a sounding board and a friend.
- In business terms, it also makes you very "attractive". People turn to your business services because of the "giving value" they feel they are receiving from it.
- In my own business what I give most is information, tips, suggestions, ideas, advice, direction, resources, etc... and most of this is given at no charge.
- People remember givers and that loyalty of sorts can often turn into commercial opportunities that are based on "giving" not on "getting".
- I have also come to respect that the ways in which I give are valued by others. This is an important distinction because sometimes we simply give the way we want to give, but it's not necessarily the way others want or need to be given to. Knowing that people appreciate the way I give, also gives me great comfort that I've got the balance right at least most of the time.

So, consider what your values and beliefs are around giving as compared to getting. What drives you? What do people in both your personal and professional lives value about what you have to give and how you give it? How do you know you have the balance working that more people can benefit from what you have to offer?

If you'd like to discuss anything I've written here, as I recognise that there's limited space to share the whole message, please feel invited to email me to continue the conversation. Noel.posus@high-ideals.com.

making a global & environmental impact... **a note from our GE&I Manager, Gary Scholz**

Hi everyone.

With what I believe to be the most important discussions of our modern times coming up at Copenhagen on the 7th of December I have to tell you I am a little confused and concerned with some attitudes and statements being made by those attending.

China and India, as well as other countries, have signed the Kyoto agreement as 'developing countries' and so therefore are 'not obliged to cut emissions'. Other countries such as the USA have signed but have not agreed to the conditions. In 2007 Australia finally completed ratification.

A key word that keeps coming up in the debate is economic ruin. It's really interesting, considering we could learn so much from our past, where we can see that when we fail to act we suffer even harder. Delaying action is why we get ourselves deeper into a crisis. Does the recent global stock market crash ring any bells?

Our economies certainly need to be managed, however we must be 'realistic' and come to terms with what we will face if we fail to act in a way that gives us every possible chance.

What do you think about these comments from the representatives for India and the African Union?

"Internationally legally binding [greenhouse gas] reduction targets are for developed countries and developed countries alone." Jairam Ramesh, India's environment minister, 21/10/09

"We are prepared to walk out of any negotiations that threaten to be another rape of the continent." Meles Zenawi of Ethiopia, 3/9/09 representing The African Union

notable special offers...

If you are a promotional member who would like to offer your services at reduced rates or special value to members, please make sure you enter your special offer details on your home page log-in. If you would like to see what special offers currently are available to High Ideals Members, don't forget to check out all the special offers.

which is a grouping of 52 African states.

Here is a link for some up to date information from the BBC.
<http://news.bbc.co.uk/2/hi/science/nature/8345343.stm>

Feel free to share your comments with me and other members in our next newsletter.

I thought this Greek Proverb says it all.

"A society grows great when old men plant trees whose shade they know they shall never sit in."

Cheers
 Gary

member spotlight...

Unfortunately this week we do not have a contribution for this section. If any members would like to write a piece for this section, please contact Julie at julie.saunders@high-ideals.com.

altruism awareness... **by Karina Butera**

I don't think I can even mention the word 'altruism' without one very special person coming to mind. **Shane Holst** is the Founder and Director of **Altruism Australia**, a foundation set up especially to raise the public's attention to those who give selflessly of themselves through their social contribution. The sad reality is that many people these days do not even know what the word 'altruism' means. Shane's aim has been to bring the caring (non paid) service of individuals and organisations into the lime light and to give due recognition and encouragement to those who freely give through their work. This is achieved through the prestigious 'Australian Humanitarian' and 'Turtle' Annual Awards which celebrate the caring people in Australian society and those who are willing to 'stick their neck out for the common good'.

When I first met Shane I was struck by the way he brings such positivity to what he does. He has the sort of cheeky yet silky smooth personality that makes him rather spell-binding and magnetic to all... little wonder, considering he has received firsthand mentoring from the 'real' Patch Adams (yep, the guy who Robin Williams played in the 1990s film about a doctor who brought positivity and impact to his work), who is the Patron of Altruism Australia. At our first meeting, Shane was dealing with chronic and debilitating back pain. It was clear from his face that this pain was excruciating, yet he managed to find time for me, keen to hear about what I was aiming to achieve, share what he could and to also use this positive encounter as a diversion from his pain.

Shane is not one for shaking hands or standing on ceremony. Rather, he is one for bear hugs and telling it how it is. He is a man of influence and having a background in media and radio, he is well known and renowned for his impact. Yet, he maintains a warm humility and a generosity of spirit that exemplifies our values at High Ideals. If you wish to learn more about or become a member of Altruism Australia please visit www.altruism.org.au.

On behalf of the High Ideals team I would like to welcome Shane as a honorary member and Ambassador of High Ideals, and thank him for the great work he does. I'm sure our members will be delighted to meet Shane at a gathering in the very near future.

