



Interglobe Cross-Cultural Business Services

July 2017



Dear Readers,

Happy summer greetings! I hope many of you are able to take time off and enjoy some R&R in nature near the ocean or the mountains or in an exciting metropolis somewhere in the world -- or simply in your garden or backyard -- to rejuvenate and recharge.



We all need it, right? I do! The past six months have been busy with interesting projects and pursuits that have inspired and challenged me. I'm ready for a slow-down... and there doesn't seem to be much of one coming. The usual "summer feeling" with fewer projects and events on the calendar, shorter to-do lists and more spaciousness doesn't seem to be there anymore. Instead, it feels harder and harder to find time to spend with family and friends, to do things spontaneously, or to simply do nothing. Everyone is always busy. I know this is not a new occurrence for most of us -- I'm just noticing it more this year.

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August 24-26

Global International
Coach Federation
Conference
[Converge17](#)
Washington, DC

So, what do we do? **Be more mindful about how we spend our time**, and intentionally leave white space on our calendars, so that we CAN say yes to the invitation from a friend who happens to be in town on short notice or go and get ice cream with a neighbor. Or, so we can simply do nothing but read, color, go for a walk or listen to music. As many of you know, I'm a prime example of someone who tends to overschedule. I'm working on changing my habits... and on developing a practice of mindfulness and spaciousness (more on "[practicing](#)" below). **How mindful are you about spending your time?** How much "white" space do YOU have on your schedule?

If you want to use your newfound time for reading, you can peruse articles and observations on [team building](#), [coaching credentials](#), [mindful leadership](#) and [developing a practice](#) below. Please [let me know](#) what spoke to you and why.

Best summer wishes from Atlanta,
Rita



September 27-29

[The Leadership Circle
Summit & Community
Gathering](#)



October 10

*Stress Reduction
through Personal
Leadership,*
Workshop for Habitat
Homeowners at [Atlanta
Habitat for Humanity](#)
Atlanta, GA



November 2 & 3

[Worldwide
CoachSource Coaches
Forum](#)
Tarrytown, NY



November 4 & 5

[Dalhousie University --
Personal Leadership:
Leading the Self Before
Leading Others](#)
Halifax, Nova Scotia,
Canada

On A Personal Note

Trends in Team Building

Having conducted team development workshops for diverse teams for over twenty years, I treasure this part of my engagements immensely. In the past six months, I have been fortunate to have worked with five different teams of different sizes, at different stages of development and with different purposes. Here are some of the observations I have made regarding team building workshops:

The people aspect of teams is getting more attention -- finally.

All the team leaders I have worked with since the beginning of the year have asked me first and foremost to focus on helping the team "get to know one another better on a personal level." Working with teams always requires focusing on the human aspect and on team dynamics. In these times of "dis-connection," busy-ness and dealing with a myriad of external pressures, team members seem to want and need help connecting with one another on a personal (as well as professional) level more than ever. They are eager to learn their collaborators' strengths, weaknesses, preferences and vulnerabilities and to share their own.



The days of "fun and games" ONLY are over.

While the PEOPLE aspect of teams is vital, teams also need to "get stuff done" -- quickly. Traveling to distant (and exotic) locations for two or three days, and spending time on treasure hunts and other "fun" team building activities are increasingly being replaced by short injections of team dynamics exercises into a well-planned and designed sequence of business topic discussions -- often facilitated by the external team builder. I have recently spent more time on drilling down into core business issues and coming up with specific action items with my teams in two-day workshops than ever before.

Team building activities are more innovative -- and different.

Cooking together as a team-building activity and treasure hunts are still fun and useful team exercises. And these days, there are also new and different team activities to choose from that engage participants in innovative ways. Examples include [Escape Rooms](#), team canvas painting, drumming circles or working with horses to bring out a different type of creativity and



2017 **AV200** (AIDS Vaccine 200 Mile) Ride (Half-) Completed

We rode hard... 100 miles on the first day, and then... the threat of thunderstorms came -- and the ride organizers had to make the tough decision to cancel Day 2 of the ride.

The 2017 ride raised record amounts (approximately \$350K) to benefit AIDS research and AIDS-related organizations.

Thanks to the generosity of my supporters, I raised over \$9,000 and made it into the Top 10 Fundraisers. And, the ride will not remain incomplete forever -- a make-up 100 mile ride is scheduled for September!



Quotes and Sayings

vulnerability in team members.

Teams are more focused on sustainable results.

I am finally able to "sell sustainability" to the teams I work with. At the end of a successful two-day team building event, a team leader usually says, "Yes, we want to maintain the team spirit, cohesion and unity you helped us build," but very few actually act on it -- due to budget constraints, people getting "too busy," etc. However, I have now become the team coach with a number of the teams I work with, and I continue to work with them on an ongoing basis.

To schedule a free consultation on what type of team-building program your team might benefit from, please call Rita at 404-915-2340.

Coach's Corner

"Coaching: a conversation that supports the client in cultivating greater self-awareness, making new and more refined distinctions and building new behavioral competence."

Coach's Corner is a regular feature highlighting a particular aspect of coaching.

Coaching Credentials: Helpful Distinctions or Alphabet Soup?

With the coaching industry reaching massive proportions and the number of coaches multiplying by the minute (or so it seems), it appears harder and harder for clients to choose the coach who is right for them. More and more clients and client organizations therefore look to coaching credentials as one way to help them separate the "wheat from the chaff" and find the best coach for their employees. [The International Coach Federation \(ICF\)](#) is the world's largest coaching organization with over 25,000 members in 137 countries. Their credentials have become one of the "gold standards" in the coaching industry for distinguishing the knowledge and skill levels of coaches and for determining their commitment to certain professional standards and a strong code of ethics. Here are the three major ICF credentials and their requirements (roughly speaking -- for details click [here](#)).

ACC -- Accredited Certified Coach: 60 training hours + 100 coaching hours completed

PCC -- Professional Certified Coach: 125 training hours + 500 coaching hours completed

MCC -- Master Certified Coach: 200 training hours + 2,500 coaching hours completed

Of course, a coach's ICF credential -- or, the absence of one -- does NOT make someone a good or a bad coach. It is simply one criterion which might help a client narrow down their choices.

"Under duress we don't rise to our level of expectation, we drop to our level of training."

-- Bruce Lee



"Many of life's failures are people who did not realize how close they were to success when they gave up."

-- Thomas A. Edison



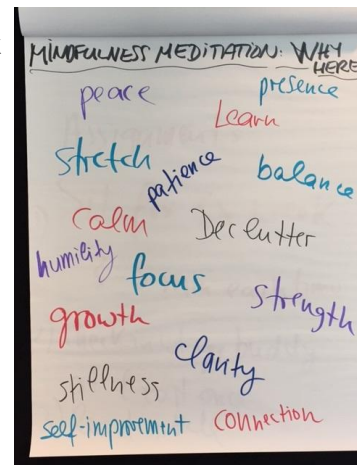
"Undoubtedly, we become what we envisage."

-- Claude M. Bristol

THIS leadership coach is about to take the Coach Knowledge Assessment to become a PCC. To find out more about our coaching services, please [email](#) or call me at (404) 915-2340.

Mindfulness Meditation and Mindful Leadership: New Tools and Approaches at INTERGLOBE

A dream came true for me recently when I taught the first bi-weekly session of a 10-week Mindfulness Meditation class at a corporate client's office in Atlanta. Sixteen eager participants showed up ready to learn about meditation and actually do it (at work or at home) -- using this age-old practice to better manage job stress, find clarity and connection, and be more focused at work. The class includes meditation practice, discussions on a series of "talk topics," such as Developing Healthy Lifestyle Habits and Collaborating with Others Mindfully, regular check-ins with a "meditation buddy," readings and homework assignments.



"There is a vitality, a life force, an energy, a quickening, that is translated through you into action, and because there is only one of you in all time, this expression is unique. And if you block it, it will never exist through any other medium and will be lost."

-- Martha Graham

We're also developing a new extended Leadership Development program called Mindful Leadership aimed at helping leaders to:

- Gain greater clarity on what kind of leaders they want to be and what leadership qualities are important to them.
- Develop a vibrant and clear vision of themselves as effective leaders.
- Build greater resilience in the face of uncertainty and ambiguity.
- Incorporate mindfulness in all aspects of their lives at work and at home.
- Have more honest and open conversations with their teams, including addressing difficult topics and issues authentically and directly.
- Increase their awareness of limiting beliefs and their impact on their leadership.
- Improve their ability to manage stress.
- Become more authentic leaders.

"Life appears to me too short to be spent in nursing animosity, or registering wrongs."

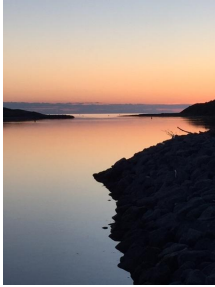
-- Charlotte Bronte

To learn more about this new offering and to receive a program description, please [email](#) or call us at (404) 915-2340.

The Pleasures of Practicing

"Courage is not the absence of fear; rather, it is skillful action to live with the fear."

-- Theo Koffler



Client Testimonials



Here's what recent team building clients have to say:

"All team dynamics exercises were great; they allowed us to get to know each other and understand how we could add value."

"Big thanks for the facilitator -- Rita: I just love your methodology."

"Everyone's voice was heard. I liked having the opportunity to discuss the collective team contribution to a business deliverable."

"Everything is practice." -- Pele
"We are what we repeatedly do." -- Aristotle

Ever since starting to meditate over 15 years ago, I have been fascinated by the concept of PRACTICE or DEVELOPING a PRACTICE. What distinguishes a practice like meditation or mindfulness from a habit such as drinking coffee in the morning or taking a bath at night? Both are acts that we repeat over and over again. However, one is more "automatic" (habit), while the other one requires us to have an AWARENESS of it (practice). The reason is that practicing tends to be goal-oriented, i.e., we want to become more skillful at what we're practicing, whether it's shooting hoops, singing, acting, dancing, playing the piano or programming. Obviously, some practices can turn into habits (a dedicated lifelong meditator will most likely not think much about sitting down on the cushion at 6 a.m. every morning but rather just do it).



What helps you develop a practice?

- Having a goal in mind and focusing on the benefits and positive outcomes of your practice.
- Focusing on the purpose, the bigger picture and the WHY of what you're doing.
- Applying discipline, i.e., literally, "becoming a disciple of yourself" and becoming aware of your strengths and weaknesses, and playing to the former in order to develop persistence and resilience.
- Returning to the practice when you slip: "It's all in the recovery..."
- Witnessing instead of judging yourself.
- Having fun with your practice (holding it lightly whenever possible).
- Rewarding yourself (ice cream included!).

What practice would you like to develop as a leader, facilitator or coach? [Let me know](#) if you need any help with yours or have thoughts about the topic.

Note for Personal Leadership practitioners or people interested in Personal Leadership: If you want to practice or learn about Personal Leadership, a framework consisting of 2 principles and 6 practices designed to reduce your reactivity in situations of change or challenge at a deeper level, you're invited to the next 8-month online class [PLAY-LP Personal Leadership -- A Year of Living the Practices](#) starting in September 2017.

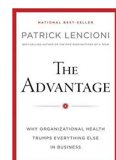
Resources

Coaching and Organizational Development

[An Everyone Culture. Becoming a Deliberately Developmental Organization](#) (2016) by Robert Kegan and Lisa Laskow Lahey
A fascinating look at three US-based organizations dedicated to creating a culture of learning, personal and organizational growth and business results.



[The Advantage. Why Organizational Health Trumps Everything Else in Business](#) (2012) by Patrick Lencioni.
A deep dive into what makes organizations healthy including starting at the top and focusing on clarity and communication.



Escape Hunt Dinner was a great team building activity."



"Great interactions, purpose, ways to connect, facilitated openness & trust, etc."

"I enjoyed having the 'practical' topics mixed in with the team bonding."

"I really like how the agenda was set up. Team dynamics in between operational topics"

"Rita has a natural style of being able to blend into the meeting when required and also take a back seat depending on the topic."



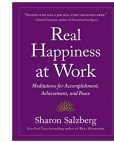
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Mindfulness at Work

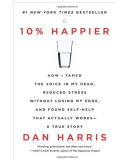
[Real Happiness at Work. Meditations for Accomplishment, Achievement and Peace](#) (2014) by Sharon Salzberg.

A practical exploration of how the benefits of meditation, reflection and awareness can create happier and more productive workplaces.



[10% Happier: How I Tamed the Voice in My Head, Reduced Stress Without Losing My Edge, and Found Self-Help That Actually Works--A True Story](#) (2014) by Dan Harris.

A captivating and provocative autobiographical account by Nightline co-anchor Dan Harris of his journey from self-help skeptic to firm believer in the benefits of meditation and mindfulness practice.



One of the mindfulness practices I'm developing is spending time working on my pond and in my backyard. Here's a picture taken by the proud pond owner (my 7 goldfish are hiding).

INTERGLOBE Cross Cultural Business Services

Connecting Through Differences!



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