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Quarterly Quote:

"Motivation is what gets you started. Habit is what keeps you going."

– Jim Rohn

Great Link!

Noticing the extraordinary

This beautiful clip provides a great reminder that each of us has different goals, and the way we make meaning out of our days also varies. (4:01 min.)

www.youtube.com/watch?v=3TWBSMc47bw&feature=related

Greetings!

Fall has arrived to New England with crisp cool mornings, radiant colors and delicious crunchy apples. And it's also a time to return to work, school, and schedules. For me, flipping the calendar to September was harder this year and I could feel my resistance to the schedules and rigor that come with this time of year.

And now that we're back into routines, how might I use my daily schedule to support me rather than feel constrained and stuck by it? In other words, what routines and practices can I create to be more effective and satisfied?



Warmly,
Kerry

Sustained Practice vs. Aha Moments

A Distinction

I have been working with several management teams this summer. Facilitating off-site retreats can be so valuable for bringing teams together to look at what's working and not, as well as how they'd like to work together going forward. The groups had some "aha" moments (one team saw how they don't give tough feedback to one another), saw some of the patterns they have (another team realized they wait for the executive director to solve their problems), and committed to changing things for the future. The sessions closed with high energy and optimism for the future.

And then the real work begins. As I frequently share with clients, insight without action is just interesting information. The retreats are great for creating awareness and insight, but it's what you do afterward that will create long-term change. And change comes through sustained practice. It's about doing things differently day after day to create new habits that better support your vision. For example, one team committed to having agendas sent in advance for every meeting as a way to demonstrate respect for one another's time. Another decided to regularly celebrate successes by opening each meeting with time to hear about what's going well for people, rather than just looking at problems.

For me this fall, I noticed my own sadness about the days getting shorter, and so I created a new practice in my personal life with my girls to take a walk after dinner at least once during the work week. While I did need to spend some time to schedule it in, I can already see how it supports me physically, mentally, spiritually and relationally. What is the calendar telling you this fall? What "aha" moment would you like to act on?

Reflection Exercise

Moving from Theory to Action

To help you in identifying a practice to support you, take some time to reflect upon and answer the following questions (actually take a minute and write it down):

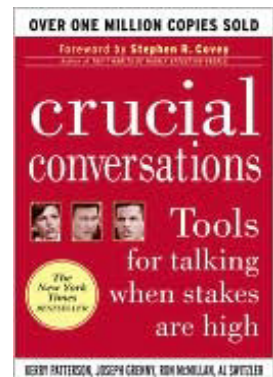
- In considering your work or personal leadership, what has been a recent “aha” moment for you? What feels out of alignment? What would you like more of in your life?
- What one specific practice would help you address this issue?
- Is this practice SMART (Specific, Measurable, Achievable, Realistic, Timely)?
- Who can you support you in your accountability to yourself?
- When will you begin?

Book Review

Crucial Conversations: Tools for Talking When Stakes Are High

Kerry Patterson, Joseph Grenny, Ron McMillan & Al Switzler

Having recently participated in a *Crucial Conversations* training, I wanted to share this useful book with you. A “crucial conversation” is a discussion between two or more people where 1) the stakes are high, 2) opinions vary, and 3) emotions run strong. Based on years of research, the basic premise of the book is that mastering one’s ability to effectively handle these crucial conversations can transform one’s success in both work and personal life. It provides a model that is straightforward, compelling and practical. Good communication is central in our lives, and this book can help.



Kerry Secret is a leadership coach for individuals and organizations who inspires the best in individual and organizational performance. For more about Kerry, see: www.watershedcoachingllc.com/about.html.

Please feel free to contact me with comments, questions or to find out how I can help you or your organization!

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Reviews

“Kerry is not only highly organized and knowledgeable about the topics on which she presents, she has a dynamic presentation style that adapts and suits a variety of learning styles.”

-Joan Misek, Director
VHCB AmeriCorps

Your Thoughts?

Engaging in dialogue

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kerry@watershedcoachingllc.com

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