



Transcript: Positive Business Minutes: June 2007

1. Course and Vision 1:25

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com

Survival at sea, is a powerful metaphor for business success. This month I want to use this metaphor to share with you some ideas I have about what it takes to be success in businesses and in our careers. I will share with you seven basic, but critical factors I call the "7 'C' Success Factors".

Let's begin with the most obvious: C for Course. That's C-O-U-R-S-E

No ship ever leaves port without a course to its destination.

Likewise, no business should ever set out from shore without a clear vision of where it is going. For once we set sail, it doesn't take long to loose sight of land behind and it might be weeks, months or even years, before we sight our destination ahead. So before we leave, before we launch our business on a new enterprise, or set off in a new career direction, be sure you are clear about your course. It seems obvious, but once you have you have set out on your course, stick to your course or you will end up somewhere else. Tomorrow I will go a little deeper into course and talk about course and alignment.

2. Course and Alignment 1:15

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday, I introduced the 7C success factors for creating extraordinary business and career success and talked about the first one, C for Course. Today, I want to talk about alignment to course.

Though most businesses do a pretty good job of *setting* a course, they often do a pretty poor job of *aligning* to that course. Many businesses operate as if they have a different helmsman for each department, for each division, each division is steering in a slightly different direction, each on a different course. If your business is to reach port, to be successful, you must create alignment to course everywhere. You must create vertical alignment from the top to the bottom, from CEO to Individual Contributor. You must create horizontal alignment. You must find a way to align the course of every

individual with the course of the organisation as a whole. If you are having trouble getting employees engaged part of the problem is likely related to course and course alignment.

Tomorrow I will talk about Course and values.

3. Course and Values 1:25

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday, I spoke of one of the 7C success factors, C for Course and about alignment. Today I want to talk about values and Course.

When we embark on a passage, whether it is a boat passage or a new business passage or venture, we cannot yet see our destination. Very quickly we lose sight of shore behind us and it will be many days, weeks or even years before our destination is in sight. How then, can we be sure to arrive at our intended destination?

The answer lies in our values. We steer by our values: our values are our compass. Consciously or unconsciously, each turn of the wheel under the hand of every helmsman onboard our business is guided by our values. If our destination is in alignment with our values, we will arrive at our destination. If it is not, we probably will end up somewhere else.

Most businesses do a pretty good job of defining the values they aspire to, but not many do a really good job of living by those values. To succeed you must find a way for your destination and values to be aligned or congruent.

Tomorrow I will talk about Course and trajectory.

4. Course and Trajectory 1:30

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday, I spoke of one of the 7C success factors, C for Course, and about how our values help us steer that course. Today, I want to talk about what happens when we are blown off our Course.

Often when we head off on our sail boat for a distant island, we almost always encounter head winds, or no wind, foul currents and foul weather, or our boat and equipment will start to breakdown. This seems to be the nature of sailing, life and work.

When things happen, we can resist, and complain or we can look for the hidden treasures that often lie concealed within. How many times have we all been surprised, when the unexpected actually provides us with new products, new processes and new ways of doing business. Thomas Edison tried over 200 different ways to make a light bulb. When asked how he felt about this he said, "They are not failures, now I know over 200 ways how not to make a light bulb!"

So, let your course be a trajectory. When you are thrown off course, pay special attention at these times, as you may be gifted with an unexpected discovery.

Tomorrow I will talk about Course and impossible destinations.

5. Course and Impossible Destinations

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday, I spoke of one of the 7C success factors, C for Course, and about how being blown off course can be a time of special opportunity. Today I want to talk about Course and how to do the seemingly impossible.

In 1519, Ferdinand Magellan set off to do the impossible, to sail around the world. How can anyone possibly sail 70,000 kilometers around the world at a snails pace of 8 km per hour.

In our work, we often shy away from large tasks. That's impossible, we say. It would take a million years, we exaggerate! But the surprising thing is how we much can accomplish by simply doing a little bit every day.

The average career is about 9000 working days long. Can you imagine how far you could go in your business and career if you had a course and everyday you made a little distance along that route.

So, pick a course, any course and do a little everyday. You will be amazed at the results.

Next week we will start on a new 7C Success Factor – Choice and think about how we can make choices that work for our business and career success.

6. Choice and Captaincy 1:20

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Last week I spoke of Course, one of the 7C success factors. Today, we are going to consider another one of the 7C success factors - Choice. Let's take a look at how to make Choices in a way that work for you and your business success.

Every boat has a captain. He is responsible for everything that happens on the boat – no blame, no excuses, no being the victim. He is responsible for everything.

In some way, at every level in a business, we are all captains of our own area of responsibility and influence. Most organisations do a pretty good at recognizing the 'responsibility of leaders', but not very good job of recognizing the responsibility of individual contributors. Followers, as much as leaders, need to be captains in their own areas.

We want everyone to be acting as a captain of their own area of influence. No blame, no excuses, no victims, just captains making total responsibility choices

Tomorrow, we'll Choice and Commitment at work.

7. Choice and Commitment 1:20

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of on one of the 7C Success Factors called "Choice". We spoke of Choice and responsibility – of being your own captain wherever you reside in an organisation. Today, we are going to consider another aspect of CHOICE – Commitment.

To make a choice is to decide. The origin meaning of the word 'decide' is to kill off the alternatives. Imagine then, what it is to decide -- to have mentally killed off the alternatives, to have fully committed ourselves to the journey.

The value of a true decision is that we have made a full commitment and that we are fully committed to the outcome. When we decide, we have moved to a new level, we move irrevocably beyond the possibility of return and once committed, we must succeed because simply, there is no alternative.

So think of yourself as captain in your work, in your business whatever it is. Commit irrevocably to your business, to your team or to your division. Once decided, you will succeed, quite simply because you must.

There is great power and strength in that commitment

Tomorrow, we'll Choice and risk at work.

8. Choice and Risk 1:23

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday week I spoke of on one of the 7C Success Factors called "Choice". I spoke of Choice and commitment and of the power of making a decision with no turning back. The question remains, what does it take to make the choice, to make the decision in the first place?

Johann Goethe famously said "Whatever you can do or dream you can, begin it! For boldness has genius, power and magic in it!"

Business theory and economics is fairly pragmatic about risk and return. No risk, not much return. Success in business requires of us to take measured risks, but this is contrary to human nature.

Because we tend to avoid risk, I think we get caught up waiting on the dock for the perfect, risk free business opportunity, the perfect career, the perfect boss, whatever.

But there is no perfect risk free opportunity, so it never comes along and we never get off the dock and into the game.

So, if you are contemplating a career change or starting a new business, untie from the dock and set sail – take some risk, now! You might as well get started, you have to be in the game to learn how to play it!

Tomorrow, we'll start to think about Courage at work.

9. Courage at work 1:120

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of on one of the 7C Success Factors called "Choice". I spoke of Choice and the necessary risks we must take to in order to succeed. Today, we are going to consider another aspect - Courage.

Businesses, must not only do things right, they must do right things and that takes courage. Like all great explorers of antiquity, one thing extraordinary leaders have in common is extraordinary courage. When David Duffield, founder and former CEO of PeopleSoft lost his battle against Oracle's takeover bid, he offered \$10,000 of his own money to each pink-slipped employee making less than \$150,000. That's doing the right thing and that takes courage.

And likewise in our career, we must cultivate courage if we are to succeed. We must take measured risks at work to succeed. We must step up and speak the contrarian view sometimes, and sometimes we must have the courage to say no when we are under pressure to say yes. We must have courage to ask for what we need and what we want. We must stand up for what we value. This takes courage and builds courage.

Tomorrow, we'll talk more about how to build courage at work.

10. Building Courage 1:26

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of on one of the 7C Success Factors called "Courage". I spoke of Courage and how important it is to make the choices we succeed with. Today, we are going to consider how we create Courage.

When I was in my mid 20s, I had an opportunity to sail from Canada to England. Over the 28 days that it took us to sail across the North Atlantic Ocean, I did a pretty respectable job of scaring myself with bad weather, big seas, high winds, broken gear and big dark shapes in the water, but gradually the episodes of fear diminished in length and intensity. Gradually, I was developing some courage. One morning, I realized that I need not be afraid of being afraid. Fear was only fear. It comes and it goes, without harming me.

But you don't have to sail across an ocean to develop courage – there are opportunities every day at work and in business to be afraid! So step up, take on those challenges and build your fear muscle and courage at work. Speak your truth, risk making innovations and make a difference.

Tomorrow, we'll talk about Capacity and how to create it in all four dimensions of body, mind, emotion, and spirit.

11. Capacity and Energy

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Over the last two weeks, I have been speaking of the 7C Success Factors using the powerful metaphor of going to sea in a small boat. We spoke of the importance of Course, Choice, and Courage to being more successful at work. This week we are going to consider another of the 7C Success Factors - "C for Capacity -- how to build our human energy capacity for work and success.

In the sailing ships of old, as in the modern sailboat of today, the spread of sails captures the power of the wind and transforms it into energy to move the boat along. Broader, better set and shaped sails capture the most energy from the wind and move the vessel along with greater speed. And so it is with us. The more fit we are, the more energy we capture from the air and food and transform into the capacity to do work! One way to look at every workplace is think it of being powered by human energy batteries! And human energy is the key. In their ground breaking book, "The power of full engagement", Jim Loehr and Tony Schwartz say the secret to success is to manage energy not time. Time is pretty well maxed out, so energy becomes the next point of performance advantage. But how do we manage human energy?

Tomorrow we will start looking at some strategies to manage human energy so that we may perform better in our work.

12. Capacity and Energy Management

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of on one of the 7C Success Factors called "Capacity". I spoke of Energy Capacity and why it is essential that we manage human energy to give ourselves the edge at work. Today, we are going to consider the first of four strategies of human energy management.

The first strategy for human energy in the workplace is for each person to harness energy in the four dimensions of physical, mental, emotional and spiritual energy. As we all know from life, all four forms of energy are intricately inter-related in us. The physical dimension brings us quantity of energy. The emotional dimension sets the quality of energy, whether it is positive or negative. The Mental dimension brings us focus of energy, and Spiritual energy brings us purpose. So when you think about how to improve your workplace performance, ask yourself "Where am I running low: physical, mental, emotional and/or spiritual energy?" and "Am I suffering in energy quantity, quality, focus or purpose?"

Tomorrow we will consider a strategy for sustaining energy at work: Balancing energy expenditure with frequent periods of energy renewal.

13. Capacity and Energy Expenditure and Renewal

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of on one of the 7C Success Factors called "Capacity". I spoke of Energy Capacity and why it is essential that we manage it in the four dimensions – physical, emotional, mental and spiritual. Today, we are going to consider the second of four strategies of human energy management – balancing energy expenditure with energy renewal.

At sea, a boat is underway 24 hours a day until she reaches her destination, but her crew are only on watch for short periods of time. On watch, a crew is responsible for running the ship. Off watch, the crew is only responsible for resting up for the next watch. On a small sailboat a watch is seldom longer than 4 hours, usually 3 hours and sometimes as little as 2 hours. Why such short watches? It reflects the dynamic of human energy. Man is in essence a sprinting animal, but we expect ourselves to run a marathon every day at work! This is a mistake. We perform best with periods of intense, focused energy expenditure, punctuated by frequent periods of rest. Expend then rest, expend then rest.

To manage human energy at work is simple, but seldom practiced: Twice each day take 20 minutes to employ powerful resting and renewal practices. These include yoga, meditation, prayer, and some forms of exercise. Tomorrow we will another energy management strategy: stretching to build capacity.

14. Capacity and Stretching

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of on one of the 7C Success Factors called "Capacity". I spoke of Energy expenditure and renewal and why it is essential that we manage energy by mixing activity with frequent periods of rest and rejuvenation. Today, we are going to consider another human energy strategy: stretching.

When we first put to sea in our sailboat, we are pretty miserable for the first few days. While ashore, we have lost our sea-legs. Our bodies have shrunken in capacity from the soft life ashore.

But after a about four or five days on passage, with the rigors of ship board life, our capacity increases and we are again fully able to stand our watches and enjoy the beauty and power of this environment.

It is a principle of biology that the capacity of a human animal's energy system is either shrinking or expanding and this applies to all four dimensions of physical, mental, emotional and spiritual energy. But few of us have learned how to regularly stretch ourselves in all these dimensions everyday. But just as surely as Physical exercise will increase our physical capacity for work, stretching our emotional, mental and spiritual muscles will also increase our capacity for work.

Tomorrow we will consider the question of how do we stretch ourselves emotionally, mentally and spiritually.

15. Capacity and Mental, Emotional and Spiritual Stretching (new)

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke of how we can expand of energy capacity to do work through stretching. We are all familiar with exercising to increase physical capacity. We know how to stretch our physical bodies by enduring the discomfort of exercise. When we do, we enjoy great benefits in health, resilience as well as energy quantity.

In a similar way, we can stretch our mental capacity by exercising our brain. We do this memorizing, solving puzzles and by learning new things. When we work our brains hard enough to bring on confusion; we know we are expanding our mental capacity! Increasing our IQ!

Likewise, we can stretch ourselves emotionally, by exposing ourselves to things we find emotionally uncomfortable and unpleasant and by doing so; we gain greater confidence, pose and passion. This is recognized today as increasing our EQ, or Emotional Intelligence.

Finally, we can experience spiritual expansion by opening ourselves to challenges to what we believe. Finally, when we can bring ourselves to experience doubt, we are growing spiritually! Maybe someday the world will know this as SQ – spiritual quotient.

Just as physical energy allows us to work longer, more mental, emotional and spiritual capacity enables us to work more effectively.

“Easier said then done”, you say?” Don’t worry you are not alone! Tomorrow we’ll consider a way to exercise all four dimensions everyday.

16. Capacity and Ritual (Monday)

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Last week, I spoke of on one of the 7C Success Factors called “Capacity”. I spoke of building energy by regularly stretching ourselves physically, emotional, mentally and spiritually. Today, we are going to consider the power of ritual.

There are a great many tasks that needed to be completed on a small boat at sea to keep everything ship shape and moving happily along. Most of these are completed efficiently, effectively and in a timely manner because they are completed as a matter of ship board routine. Ritual carries the day.

Likewise at work, rituals or routines are powerful strategies to manage energy and to make sure we daily stretch ourselves to build our capacity overall. Once we become accustomed to a ritual, the human animal can ‘go on automatic’ – that is, we can accomplish one thing as a ritual, with very little effort. Is getting showered, clothed and brushing your teeth before going to work everyday a terrible burden? No, because it is a ritual practiced all your life. Likewise with energy management.

Here is an idea to bring all of the Capacity areas together. Create a daily habit of physical exercise together with time in prayer or meditation.

Tomorrow we will move on to another of the 7Cs of success: Curiosity.

17. Curiosity and Innovation

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Over the last few days, we have been speaking about “Capacity” and human energy management as of on one of the 7C Success Factors Today, we are going to consider another of the 7C Success Factors - “C for Curiosity” and why it is essential to success at work.

Curiosity has been the root of human exploration and discover of the world by land and by sea. At sea, curiosity drove nations of both the east and west to mount far ranging voyages of discovery to far away places. Men, ships and equipment suffered great challenges to achieve great discoveries all over the world. I like to think of business, too, as being driven by curiosity. Kazan, the Japanese name for the process of constant improvement is the very essence of curiosity. Innovation in business happens when we unleash our innate human curiosity to explore different products, different systems, different ways of doing things in a quest for ever greater productivity. Ironically, the opposite of curiosity is ‘knowing’. Though we are taught to ‘know things’, often in business we get caught up with what we know, and forget how to be curious. Cultivate curiosity in your business and in your career by embarking on a life long journey of learning. Make daily rituals of learning new things as your way to stay curious.

18. Curiosity and Learning

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday, I spoke of curiosity as of on one of the 7C Success Factors. Today, we are going to consider the learning organisation.

Every time I set off on my boat, something happens, usually something goes wrong! Equipment breaks, I goof up on my navigation, or sometimes I don't set my anchor as I should and we drag back out to sea on the night breezes. When these things happen, I have two choices really, I can resist the experience by blaming this or that, or I can accept the experience as a gift of learning and become a better sailor. We can choose an attitude of Curiosity.

Experience in the rough and tumble world of work is the best teacher on the road to wisdom and success. Nothing builds capacity and confidence more powerfully than surviving the unexpected twists and turns in the competitive field of our business or in the trials and tribulation of simply our career. Whether we see the daily challenges as natural, normal and fun, or whether we see them as disruptions, inconvenience and tribulation is a matter of choice – choose to be curious!

So, cultivate curiosity, practice not knowing sometimes in your business and in your career. Embark on a life long journey of curiosity learning. Find out what you don't know what you don't know.

Tomorrow we will move on to another of the 7Cs of success: Companion.

19. Companion

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Over the last few days, we have been speaking about “Curiosity” and innovation and learning. Today, we are going to consider another of the 7C Success Factors - “C for Companion”.

Get the right crew onboard, in the right relationships, and your boat will sail happily, swiftly and surely to your destination. Get the wrong people on your boat and your life will be drama, frustration and misery and you will surely want to either return to dock or sink her on the spot!

A business is like a boat in this regard. Its crew defines what it does, how it does it and how much success it has. "Companion" means getting the right people into the organisation, getting them into the position that employs their gifts and then creating and sustaining empowering, co-creative relationships. Whether you are running a business or your own career, pick people in your working world to help you toward your goals, and leave behind those people who are not.

Tomorrow we will consider another element of Companion; we will look at right relationships.

20. Companion and relationships at work

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke about getting the right Companions or people in your business for success. Today, we are going to consider another element of Companionship – **relationships**

It is not enough just to get the right people in your boat as crew, we must also be sure to cultivate the right relationships. Poor relationships create crummy crew, unhappiness and result in mutiny! Good relationships create juice and fun and end in a positive memorable passage.

What is a 'right' relationship at work? An effective working relationship blends the right balance of two things: One is the focus on getting the job done. The other is the focus on recognizing and including people part of people. Err too much to the **task** focus, and your relationship with your people lack trust, resilience and commitment results. Err too much to the **people** focus and your work with the person loses its focus on getting the job done and alignment with your goals and results suffers. The art and science of work place relationships is learning how to blend task orientation with people orientation and keeping the balance just right moment to moment

21. Companion and Conflict

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday I spoke about getting the right relationship with your people in your business for success. Today, we are going to consider another element of Companionship – conflict!

I once went sail boat racing with a crew of 6 very experienced sailors. In fact, each was a skipper on their own racing boats. After the race started, it quickly became apparent there were some deep differences among them of how the race ought to be sailed. The skipper, however, had a deft hand at discussing and drawing winning solutions out of the differences. We soon became the winning-est crew in the regatta.

Conflict is an important element to drive the creative tension in every business. How we manage conflict determines how well we are able to create the synergies that result in extra-ordinary success. **Be Courageous** and **bring** conflict to the surface in discussion. **Be curious** about differences and **look** for common ground. Approach conflict with a view to unleashing its creative potential. Find ways to uncover

solutions that go beyond compromise. For out of conflict flows great innovation and the **bonds of trust** that weld great teams.

Tomorrow, we will begin to think about the last of the 7C success factors - C for Compassion.

22. Compassion and Learning

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Over the last few days, we have been speaking about Companions and how to create working relationships that work. Today, we are going to begin thinking about the three elements of the last of the 7C Success Factors - "Compassion" What does compassion have to do with success at work?

Over the years, I have made nearly every mistake a boater can make. I have ran aground, lost my mast, lost my crew, lost my anchor, lost my temper. I have even spent a night blissfully asleep while my vessel dragged her anchor off the weeds and drifted 12 nautical miles out to sea!. Imagine my surprise on waking in the pre-dawn hours to see that we have put to sea without my knowledge – and I am the one who is supposed to be in charge!

Learning at its heart is a humbling process. If we are to be successful in our work, we must be both expert and novice at the same time. We must never forget humility and self compassion for that is how we allow ourselves to be the novice and to learn and grow.

Tomorrow we will consider the 5As of self compassion and transformation.

23. Compassion and the A's

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Yesterday we introduced the notion of Compassion and learning. Today, we are going to consider the 5As on the road to self compassion and transformation.

Here are 5 A s we can use to transform ourselves: The first A stands for self awareness. We must first become aware of our selves and what we are doing if we want to be different. The second A stands for Acknowledgement. I must acknowledge to my self the truth of this new awareness. You will be amazed to learn how often we lie to ourselves at this stage! The third A stands for Accept. Before we can change something we must accept what is. That yes, indeed, I am that way. The fourth A stands for Action. Now we can practice being the new way we want to be. Finally, the fifth A stands for Appreciation. We must never forget to forgive ourselves – extract the learning and then move on. Those are the 5As of personal professional transformation.

Tomorrow we will consider Compassion and the sage.

24. Compassion and the Sage

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Over the last few days, we have been speaking about Compassion, what it is, and why we need it for ourselves at work. Today, we are going to consider the compassion and the sage.

It is easy for us to conjure up an image in our minds of a wise old sea captain. From a height of land overlooking the sea, we see a deeply lined, weathered face looking out across the waves. The face under the worn skipper's hat is a face at peace, a face that is wise in the ways of the sea and the world. In sages dark eyes we see a twinkle that burns bright despite his years, and the corners of his lips are up-turned in a faint but perpetual smile of confident humility and peace.

If we are fortunate, from a lifetime of work, learning and accomplishment, the value of compassion begins to emerge in our lives. It is as if Compassion is the reward for our journey's learning. In the workplace we then are venerated as the sage. We are now the mentor. From a lifetime of learning, we have navigated many significant, but subtle transitions in our own work that serve as examples and inspiration. In wisdom, we have transformed from Knowing to Curiosity, from Control to Vulnerability, from Blame to Responsibility, from Submission to Surrender, from trusting others to trusting others and trusting our selves. Our core values have shifted from Achievement for its own sake to Mastery as a Journey.

Tomorrow we will conclude the 7Cs Success Factors with a final thought about Compassion and self acceptance.

25. Compassion and acceptance

Hi, this is Cresswell Walker of Coaching Works and Sail 7Cs.com.

Over the last few days, we have been speaking about Compassion and how we can bring it into our work. Today, we conclude the 7C success factor series with the last of the "Compassion" elements – acceptance.

One of the great pleasures of going to sea in a small boat is being immersed in the abundant wildlife. My favourite, dolphins, which are frequent, sometimes daily visitors. As we lumber along in our clumsy boat, they surround us and call out to play. Surfing in our bow wave and sounding all around our boat, they leap into the air and wink at us from the sides of overhanging waves. Call it silly and romantic, but I think they come with a message for mankind to forgive ourselves, abandon our serious intention and join them to roam the ocean amongst the waves.

Dolphins symbolize peace and self acceptance for me. I say, bring this energy of play and abandon to your work. Remember to enjoy the journey along the way. In our ambition and drive for achievement, we risk losing the real purpose of our work – finding and then expressing our unique gift to the world in joy and peace. My wish for everyone is that we remember the joy of our own origins amongst the waves and bring that energy into our work.

This concludes this months sail through the 7C Success Factors. I hope you have enjoyed these reflections on the nature of the sea and work and that you will be even more successful and more fulfilled as a result.

Thank you and good bye.