

Jemstone Consultancy Business Psychology: Adding value to business through the application of psychology: consultancy, facilitation, management development, coaching: 020 8293 0017

'Most interesting stand I have seen today' 'Fascinating'

These are just some of the comments Jemstone and others, exhibiting as **Coevolve**, received about our stand presentation at Harrogate CIPD Conference. An encouraging number of people came to seek us out, attracted by our exciting ideas and post modern focus. Here are some of the things they had to say:

'Very professional, expert site'

'Very refreshing to see a new approach'

'Great ideas and down to earth'

'An exciting and innovative approach....'

Some of the particular concerns people came with included **knowledge management** and **organisational or departmental mergers**. We were able to offer a systemic perspective on how to achieve behaviour change to make these words a new reality for people.

If you are currently challenged by issues in these areas, pick up the phone and see how our way of thinking can help.

Knowledge Management

Organisational/departmental merger

The best managers do it differently – how?

Key Points:

The Gallup research suggests:

That the best managers manage people differently AND achieve better business outcomes.

That the most effective managers don't practice received management wisdom

That the best managers select for, and focus on using and further developing, people's existing talents and strengths

That management effectiveness can be assessed by 13 questions for staff.

That people work (or not) for their manager, not the organisation.

That individual managers have tremendous influence and effect on employee work behaviour.

So....Developing your managers' skills in working with staff is **CRUCIALLY** important to your business success.

Assess Performance

Develop Performance

From: Buckingham M & Coffman C (2001) First break all the rules. Simon and Schuster, London

Jemstone Consultancy

8 Bellot Gardens
Greenwich London
SE10 0AL

PHONE:
020 8293 0017

FAX:
020 8293 0017

E-MAIL:
jemstone@netcomuk.
co.uk

Organic Organisations

There are many ways to think of organisations: machines, organisms, information networks and so on. Each way of thinking allows us to see different aspects of organisational life, and create new ideas for achieving change. So if we were to think of our organisation as an **organic** farm or garden, how would we treat it?

We would recognise everybody as being **connected** to the wider world

We would recognise the danger of **unpredicted and undesirable consequences** from quick fixes that ignored the local complex balance (see innumerable accounts of the introduction of 'foreign' animals to 'cure' a problem, now pests)

We would appreciate the need to put **complementary** growths together (nasturtiums and tomatoes) to help each other, not expect each to manage alone

We would seek to understand and enhance 'what is' by **working with** rather than against existing forces.

What would you do differently if you were an organic manager?

A cautionary tale

A man was told that somewhere on that beach there was a pebble of pure gold. He dedicated himself to finding it. Everyday, from 9-5 he walked the beach, along the sea's edge, picking up pebbles, quickly examining them, and discarding them into the sea. Pick up, examine, discard, pick up, examine, discard, pick up, examine, discard: all day working to a rhythm. He dedicated his life to finding the precious stone, 'when I find it all my problems will be solved, my life will be heavenly' He ignored all entreaties and offers of other ways to solve his problems. All day, every day, year after year, it became a way of life.

And so, in his 56th year he picked up a stone that was different from the rest. Even as he noted that it was different, his body, moved ahead in rhythm and discarded the stone to the sea.

Was he a lucky or an unlucky man?

A Jemstone Service: Management Development

Enhancing the ability of managers to add value to the business

Useful in situations of:

- Rapid growth
- Organisational Change
- Newly promoted
- Culture change
- Poor people performance
- Need to enhance managerial capability

Need some? Contact us 020 8293 0017

