

SILVER BULLET

FOR CALM SPECIALISTS AND SUBSCRIBING CLIENTS

The purpose of the Silver Bullet is to provide CALM Specialists with tips and keys to improve the value we offer to our Clients.



Dear Friend,

This edition of CALM's Silver Bullet contains a simple but widely overlooked key to successful improvement - get your most influential people involved in improving the business. They hold down positions all over the organisation and are often busy within their departments.

Read on to find out why 'clan leaders' can become your best agents for successful change.

Dan
CALM Consulting

Get Clan Leaders involved in the Improvement

The ability to influence; the ability to bring about change. If you are serious about achieving successful change then put the most influential people you have on the improvement team. These are the people who exert great influence whether they hold a senior position or not. They are your clan leaders.

Clan leaders are those people in your organisation that have the personal power to significantly influence change. They may not be found in senior roles, but they have an abundance of personal power that they continually exert through informal communication channels in the organisation. Clan leaders run the informal gatherings across an organisation and hold court in bar rooms and around the BBQ at company get-togethers. Clan leaders are well respected by all levels of the organisation. These are the people you want involved in your efforts to improve your organisation.

Why? Because when a clan leader agrees to embrace

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THE COMPLETE NON-SEQUITUR



Drawing Hands by M.C Escher

change they bring along the majority of the organisation. A clan leader can achieve more in one informal gathering than 10 CEO briefings.

So tap into the informal network and provide your clan leaders the skills to affect improvement. They are the most potent agents for change available.

Striving toward having the best business culture in the world

Most Important Physical Energy Management Strategies

Here is the list provided by Tony Schwartz and Jim Loehr's groundbreaking book "The Power of Full Engagement" (Free Press New York 2003 page 205) that describes 10 ways to ensure you have plenty of physical energy. So give it a go!

1. Go to bed early and wake up early
2. Go to sleep and wake up consistently at the same times
3. Eat five to six small meals daily
4. Eat breakfast every day
5. Eat a balanced, healthy diet
6. Minimised simple sugars
7. Drink 2 litres of water daily
8. Take breaks every ninety minutes during work
9. Get some physical activity daily
10. Do at least two cardiovascular interval workouts and two strength training workouts a week

Spotlight on CALM

Queensland Health

CALM Consulting is supporting Queensland Health in the development of its capability framework for clinical services providing facilitators for advisory group and steering committee meetings. Qld Health has minimum standards of service for each dimension of health services that is integrated across this expansive State and includes both the public and private health providers. A framework for clinical services provides compliance and accreditation guidance for operators to ensure Queenslanders receive the best possible medical support.

It is a privilege to work with some of the great medical minds in helping develop this framework and we look forward to continuing our support to Qld Health with their aspirations for success.

Focus on a CALM Specialist

Who: Anna Welsh

Specialises in: Payroll and Administration

Her favourite project: Supporting CALM Staff and Specialists

Currently involved in: Project Automate. This project is focused on streamlining the financial processes within CALM to make more time available for future endeavours.

How long has she known CALM: Since July 2000

Dan's Comment: Anna has been with CALM Consulting for 10 years and is an anchor to this organisation. She handles the payroll and financial responsibilities very well. Anna has seen CALM change from a simple two person operation to its current level of sophistication. She is a reliable operator who is key to the success of CALM's business support going forward. I can not imagine CALM without her.

Remember - Our client's success is our reason for being.

Dan Jackson
Managing Director
CALM Consulting

We value your feedback on the Silver Bullet.
Please email any suggestions or comments to
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