

# Breaking the Mould

[www.BreakingtheMould.co.uk](http://www.BreakingtheMould.co.uk)

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*“Mostrar El Poder De La Gente Común Cuando A Ellos Se Les Permite Ser Poderosos. La Gente, En General, Desea Desempeñar Lo Que Consideran Un Buen Trabajo, Del Cual Puedan Sentirse Orgullosos De Lo Que Hacen”*

Peter A Hunter – **“Rompiendo el Molde”**

## England

We are gathering the quotes that we use each month into one place for publication as a desktop product. We have far too many to fit them all in. If you have a favourite quote or any have struck you as being particularly memorable then let us know, we will try to include favourites when we go to press.

We read a book called, “Profit Beyond Measure” by H Thomas Johnson and Anders Broms. The review is on the BtM site. This is another book that takes hold of one of the staples of the Command and Control management strategy, “Management by Results” and exposes it for the destructive effect that it has on our workforce’s ability to perform.

Top Consultant posted our article “How to Make a Good Workforce Bad” on their thought Leadership page. [http://thought-leadership.top-consultant.com/UK/How\\_to\\_make\\_a\\_good\\_workforce\\_bad\\_-\\_Perception\\_becomes\\_reality\\_1882.html](http://thought-leadership.top-consultant.com/UK/How_to_make_a_good_workforce_bad_-_Perception_becomes_reality_1882.html)

Anybody who has not had the opportunity to view the Hopscotch video, there is now a link to the full video at the following page. Click “Free Evaluation Copy” the video streams from the Ambit Site. <http://www.breakingthemould.co.uk/?q=HopScotch>

This question on linked in [What kind of training is good for a manufacturing company which will increase the self esteem of all employees this include facility and corporate employees?](#) We are continually surprised by the number of people who believe that training can change the way that people feel about what they do, whether it is motivation or self esteem. Click on the question to see the answers.

## North America

We did an interview for Judy Nelson on her Talk Radio programme in California this month. We recorded an hour long interview between Judy and Peter. There were a few technical problems that had to be overcome as they talked but the interview as a whole can be accessed through Judy’s home page at <http://www.coachjudynelson.com/radioshow.htm>

We were contacted this week by Jason Schlott who works in the banking industry in Pittsburgh Jason is our kind of man and we were happy to be able to respond to his queries regarding BtM and the effects of its implementation. We hope that we have been able to help him to make a difference.

We went to Warwick University on Monday 6<sup>th</sup> April to the meeting of the Alliance of Deming Consultants. The main thrust of the day was how to improve the profile of the Alliance. Hazel Connor of the Deming Forum agreed to publish monographs from the members of the Alliance and distribute them through her network, ultimately compiling a book of the monographs called “Out of the Crisis, - A Small book of Alternatives”. Peter will lend some editorial support in this endeavour and John Carlisle will provide the Deming based Expertise.

## India

Amit Anejah has been quiet recently. He called this month to tell us why. Her name is Upasana and she has agreed to marry Amit. The wedding will be in October and we will be travelling out to India to join the celebrations. Congratulations Amit and Upasana. We hope to be able to include some speaking engagements in the trip too. Let us know of any contacts we could approach to arrange speaking engagements.

## Australia

We got involved in a discussion about process improvement with a consultant who makes his living improving client’s process. We asked was it possible that there might be another way to create a performance improvement, for instance addressing the way that people were managed? He replied that they did not have that problem in Australia. Its funny how many people who are focussed on making process improvements, don’t have people problems. [http://www.linkedin.com/groupAnswers?viewQuestionAndAnswers&discussionID=2556090&gid=26417&commentID=2916689&trk=view\\_disc](http://www.linkedin.com/groupAnswers?viewQuestionAndAnswers&discussionID=2556090&gid=26417&commentID=2916689&trk=view_disc)

## Argentina

Oscar Castello sent us this weeks quote from the newsletter he sends to his network in Argentina. Roughly translated, “People want to be proud of what they do, allow them that pride and they will become powerful.” This was the header for an article he wrote about Breaking the Mould in his newsletter, “Rompiendo el Molde” If anybody would like a copy we can send you one but be warned, it is in Spanish.

## Selby’s Page [www.breakingthemould.co.uk](http://www.breakingthemould.co.uk)

We were sent this link, presumably because of our interest in change. We include it here without any agenda, simply because it is a wonderful clip. <http://playingforchange.com/pop2.html>