

Breaking the Mould

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“When People Think Of The Need For Change They Are Usually Thinking That It Is Someone Else Who Needs To Change.”

England

Our article “A Change Of Government” was published on the Top Consultant Thought Leadership page last month. <http://tinyurl.com/2fpva6p>

Allan Hoving warned us in the Linked In HR group <http://tinyurl.com/33tbo4x> about Consultants who conduct “Engagement” Surveys then use the numbers generated by those surveys to get their feet under the table. It is very refreshing to read Allan’s warning and let him know that he is not alone. The original article to which we were drawn by Allan’s post “The Trojan Horse Of Engagement” by David S Cohen is here: <http://tinyurl.com/2w15yol>

In the spring we contributed a chapter to the book “Collaborative Change,” being put together by Dr Andrew Humphries and Dr Richard Gibbs of Cranfield University. Today they have collected all of their co-authors contributions in the final manuscript ready for the publisher. We have the prepublication copy. If any body would like to read it or perhaps to give us some feedback then we would be eternally grateful, especially if we were able to include some of your comments on the jacket when it is published. Let us know and we will email a PDF of the book.

We had a brilliant Email from Sam Deeks who read the last newsletter and told us of his own meeting, while working in central London, with a twenty four year old girl who, “*was very pleasant but what struck me was the total lack of life experience this person had, struggling to even manage her own life, emotions, ego and ambitions.*” It transpired that this young girls job was researching and devising policy for Local government. It seems that John Seddon’s remark about policy being devised by “The Children of Whitehall” may have been more accurate than we first imagined.

In the HR review was the less than startling news that managers in the UK consistently misjudge their own workplace performance. Managers marked themselves very highly for their ability to manage people. What a surprise when the CMI polled the workers who they managed and discovered exactly the opposite. <http://tinyurl.com/27kbl76>

North America

Jacob Schneid came to Cranfield for a week long, residential BtM Implementers course at Cranfield University. The object of the training is to allow Jacob to return to Canada able to implement BtM

Peter Block - author Stewardship

with his clients and help make his first project as impressive as possible. The experience of that first implementation will give Jacob the platform from which to launch BtM in North America into a market that is currently filled with rhetoric about what engagement means or looks like but is very short of people who can actually show them how to do it.



On BNET there is an article by Alana Peterkin bemoaning the fact that she can’t find decent employees amongst Generation Y. The point that she seems to miss by blaming her Gen Y employees for their inability to work, is her own inability, as Gen X, to manage a Gen Y employee. As a result she finds herself with an increasingly aging workforce because the younger, Gen Y, employees are either put off at the interview stage when they realise what she is like, or they cannot deal with her demanding and controlling style and leave very soon after they start. We seem to have learned nothing from the rebellions of countless generations of kids. It is the inability of parents to manage teenagers that causes them to rebel, not because there is anything wrong with the teenagers. <http://tinyurl.com/399xz56>

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