

Letters On Integrity

inspiring ethical excellence

INTEGRITY ASSET #2 MANAGING CONFLICT

I practice mutual respect as I meet with both success and failure

“What kind of person, work, citizen do I want to be?”

Howard Gardner

In his seminal work, *Frames of Mind*, written in 1983, Howard Gardner presented research into the theory of multiple intelligences. Many years later in 2007 Gardner was the featured interview in Harvard Business Review. He wrote about his continuing work, distinguishing five types of cognitive minds, the most refined of which Gardner described as the Ethical Mind.

The **Ethical Mind** thinks with the mission of long term gain. Can the Ethical Mind have its central place in business, where short term gain seemingly drives bottom line decision making? Gardner asks two compelling questions: (1) What if business people were constrained (guided) by a code of professional ethics? (2) What if every executive and manager took the equivalent of the Hippocratic Oath, vowing to never do harm, to act for ‘the good’ of customers and shareholders? ”

Managing Conflict. This is the work of leaders of integrity as they maneuver in the challenging, often times, chaotic waters of ‘Make The Sale; Close The Deal’ while seeking to be hold fast to long term values-driven undercurrents.

Gardner poses his question providing counsel to leaders who seek to apply Ethical Mind clarity to conflicted business thinking.

1. Take time to step back and reflect upon the nature of the work.
2. Undergo positive, periodic inoculations, focused on forced to rethink what are we doing; how are we doing it.
3. Use observation as a strategic action especially in difficult times.

Mission Integrity Action

As a business leader, you can use the tool of observation as an integrity catalyst. Be attentive this week with yourself and colleagues for Telltale signs of conflicted organizational thinking identified by the George S. May Company. These five statements are integrity breach indicators:

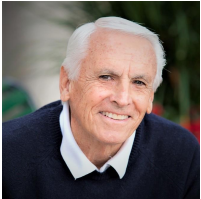
Nobody will care. No one will know. I don't have the time.

That's close enough. It's not my job.

Have you noticed any encounters with any of these five indicators?

Journeying with you...inspiring ethical excellence!

Russ Williams



Russ Williams contributes to articles on professional growth for readers of California Broker Magazine. He serves as a mentor-advisor and offers one-on-one professional consultations based on *The Clarity Conversation*, a 9-Session Self-Renewal Consultation focused on overcoming nagging personal-professional challenges to re-claim personal-professional clarity renewing your influence for good at home, at work, and in the community.

WHAT HAVE PEOPLE EXPERIENCED IN THEIR MENTOR-GUIDED RENEWAL WITH RUSS

*My **Clarity Conversation** with Russ has been a wonderful experience. Initially, I approached him with three issues, both personal and professional. He provided a process to work through them with purpose and confidence. I looked forward to our meetings as I gained additional tools and insight to my topics and to celebrate the strides I have achieved.*

During our time together, Russ has provided me with clarity of vision and purpose in areas of confusion to move beyond my own negative scripted past and help me make great choices to advance my life purpose. Russ helped me articulate a brilliant blueprint for the next 18 months of my life, transforming my perspective and goals. Frankly, I can't wait for our next session.

Working with Russ has brought tremendous focus and energy to fulfilling my heart's desires as an individual and professional. What I most gained from the Clarity Conversation is not only a sense of peace and confidence in my direction, but an exciting realization that my goal is much more reachable than I have ever imagined. Russ is an insightful guide.

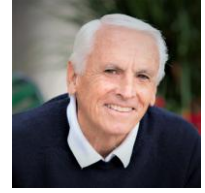
Your **Clarity Conversation Consult** awakens a re-energized You!

To set up your 6-month **The Clarity Conversation Consult**

Contact Russ Williams at

949-254-5205

centerjce@aol.com



Finding Understanding ...Taking Action ***The Clarity Conversation***

“Do not be conformed to this world, but be transformed by the renewal of your mind.”
Romans 12:2

You might desire to explore a six-month *Clarity Conversation* with Russ Williams. Whether you’re busily engaged in your personal-professional life or experiencing your retirement years, take 2-minutes to read about an opportunity that might interest you...to claim your quietly held desire to renew...YOU.

Have you noticed over a period of months, a year, or even longer, your *self-conversations* have been salt & peppered with a storyline...your hunger for life-renewal. Clearly, you know you shoulder a bundle of responsibilities. But, equally so, you know you are carrying a steady, silent self-narrative:

You desire to experience life-renewal to purposefully re-shape, re-define and re-energize...YOU!

Now...you are nudging yourself to take action. For a moment, *imagine...Now...* finds you on a mountain trail. You come around a bend to capture the view of a trail leading to a Summit. The summit trail claims your attention. You ask yourself: Could I benefit having a trusted Mentor-Guide to accompany me on the Summit Trail Journey leading me to personal and/or professional renewal? Is your answer **YES?**

An opportunity awaits you...**Now!**

The Clarity Conversation

YOUR INFLUENCE FOR GOOD LIFE MISSION

At Home, At Work and in the Communities of Your Interests

A six-month Self-Renewal Journey to claim personal and/or professional clarity

Russ Williams serves as your *Clarity Conversation* Mentor-Guide. The *Clarity Conversation Consult* includes learning about your Life Chapters, providing insight about the bends in the trail of your ever-evolving life journey.

The *Clarity Conversation Consult* is a **2-Month Commitment**. The **9-Session** Consult Fee is **\$800.00**

Month 1: (4) 1-Hour Sessions **\$100** each session/**\$400** all sessions

Month 2: (5) 1-Hour Sessions **\$ 80** each session/**\$400** all sessions

What is the outcome of your six-month *Clarity Conversation Consult*? You experience personal and professional life-affirming movement as you revitalize your influence for Good at home, at work, and in the community.

Your *Clarity Conversation Consult* awakens a re-energized You!

Clarity Conversation 6-Month Consult

To inquire/set up your 6-month *Clarity Conversation Consult* contact Russ Williams at **949-254-5205**

In a 48-year professional career as a Pastor and Non-Profit Executive, Russ has engaged many individuals in their journey to awaken and-or renew their Influence for Good life mission.