

Letters On Integrity

inspiring ethical excellence

Managing Cooperation

RELATIONSHIP INNOVATION IN TURBULENT TIMES

“We humans are social beings. We survive here in dependence on others. Whether we like it or not, there is hardly a moment of our lives when we do not benefit from the other’s activities.”

Tenzin Gyatso 14th Dalai Lama

Are we travelling as a nation in some treacherous economic waters? Uncertainty and instability are two words that describe a nation in turbulent sea waters. So how do we move rather than stand still and wait. How do relationships become central in driving innovative exploration to do things *differently*.

A seasoned, successful business training executive put it this way to me in a conversation, “I am coaching my people to face their financial fears by concentrating on the needs of their clients.” He believes that doing things differently is about innovation in the way we think about our professional relationships. How does that look inside an organization? To answer that question, let’s look back.

It’s been nearly 50 years since Tom Burns and G.M. Stalker provided groundbreaking insight into how organizations can best handle instability and change. Their highly influential work, *The Management of Innovation*, sheds a bright light of organizational wisdom to confront the topsy-turvy, unsettling challenges. Here are five timely nuggets of creative organizational relationship-building...premised on surviving and thriving with *dependence* on one another:

Mission: Plan and manage for change, not stability.

Governance of operations and work behavior: Information and advice is shared rather than instructions and decisions given.

Locating problem-solving knowledge: It is everywhere in the organization; it is not defined by management hierarchy.

Structure of communication: networking and collaborating energetically pursues shared commitment by the community of concern.

Tasking: Responsibility as a limited field of rights and obligation is replaced with continual redefinition of tasking through interaction with others in the community, the project group, the staff team.

Mission Integrity Action

I discovered my professional interdependence to be demanding, engaging and fulfilling this week. My circle of concern finds laser-like focus as I listen and act to meet the needs of clients, customers and co-workers.

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 in my direction but an exciting realization that my goal is much more reachable than I have ever imagined. Russ is an insightful guide.*

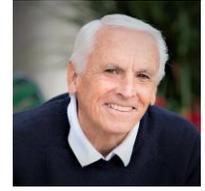
Your *Clarity Conversation Consult* awakens a re-energized You!

To set up your 2-month *Clarity Conversation Consult*

Contact Russ Williams at

949-254-5205

centerjcce@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 **2-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 2-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 2-Month Consult

To inquire/set up your 2 month *Clarity Conversation Consult*

Contact Russ Williams at **949-254-5205**

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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.