



# Positive Change Consulting

*Improving Performance Through People*

Newsletter 3/2007

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## The Power of Questions

One of the key secrets of coaching is asking questions. Not just any old questions though; rather, questions that help people to think, to reflect before they answer.

The sort of questions that lead them to confirm the rightness of their thinking, or to change their opinion or the way they act. Powerful questions that help the person take the next step forward because with greater understanding they can come to a decision by themselves.

You don't have to be a coach to ask powerful questions. Have you ever asked an apparently simple question in conversation with a friend and heard the response "That's a good question!" followed by pause and a thoughtful answer? Did you then reflect yourself on the value you probably added to your friend's day? Most likely not!

So, what sort of questions are powerful questions? [Read more](#)

## ICFA Conference 2007 [Melbourne Oct. 2-5]

Registration is about to be opened so it's time to check out this event. Jennifer is part of the planning team planning the event. We have 83 coaches and associated professionals coming from 10 countries - eg Australia (obviously), Belgium, Canada, NZ, Singapore, Sth Africa, Israel, UK, USA & Sweden. Truly international. Register your interest on the [ICFA website](#) and we'll keep you in-the-loop.

## The Right Stuff

We've been meaning to alert you to this little gem, *The Right Stuff*, for some months. It's a mini-magazine, jam packed full of great quotes, quips, one-liners, trivia and positive anecdotes that have helped inspire, motivate and make people smile all around the world.

It is available by subscription only at \$120 (AUS) for 12 issues. Bonus: all new subscribers receive a free audio

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[We'd love to hear your feedback.](#)

version valued at \$49! [www.therightstuff.com.au](http://www.therightstuff.com.au)

**Bonus Plus: The editor has offered our readers the same deal for just \$99. You need simply to email [editor@therightstuff.com.au](mailto:editor@therightstuff.com.au) and make sure to say you are from Positive Change Consulting.**

We also have **four copies to give away**, courtesy of the editor, for the **first four people** to [email here](#) - don't forget to put **The Right Stuff** in the **Subject Line**.

### Worth reading

A small book I frequently refer to in **Coaching Skills for Leaders** training programs is **"The One Minute Manager Meets the Monkey"** by Kenneth Blanchard and others - offers great insights for time management. Large book stores are sure to have it or you can source it through [Amazon](#).

### The Changing Nature of Leadership: Survey

Readers might be interested in taking part in this short survey being conducted by the Centre for Creative Leadership (US [CCL](#)), the 2nd phase of a research project exploring the current state of leadership internationally and forecasting trends in how executives and managers will approach leadership in the years ahead.

In appreciation for your contribution, the CCL will forward you a copy of the final survey results. **Click [here](#)** for the survey.

### Complimentary Coaching Session

Give yourself time and space to reflect on where you are going and how well, to **focus on solutions** rather than the problems?

- Are you having challenges with staff? Are generations at work proving a challenge?
- Is business all-consuming?
- Do you have enough time for friends and family?
- Or yourself?

**Why not consider working with a Coach (by phone & email or in person) to help you find a different perspective, develop leadership skills, achieve work-life balance ?**

Ring 61 3 9563 4028 now or [Email here](#) for a Complimentary Coaching session

### Making small positive changes

### Why are you on this list?

You could be any of the following: a client we've swapped business cards with, a member a networking group that we are part of.

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Make a serious commitment to minimising your footprints on the planet.

[Climate Change Action Kit](#) The Australian Conservation Foundation provides a **FREE** Climate Change Action Kit which includes easy tips and tools for helping the environment and doing your bit to tackle dangerous climate change.

[Be The Change](#) - a not-for-profit organisation, with it's Australian arm recently established, and 'dedicated to inspire ordinary people to take responsibility for our collective global future through positive practical action'. It's Changing the Dream symposium is well worth your attendance.

[Greenfleet](#) - a non-profit organisation that, for a small investment, will plant 17 native trees on your behalf to absorb the greenhouse gases that your car produces in one year, based on 4.3 tonnes of CO 2 for the average car. Since 1997 it has planted over 2 mill. trees.

## The purpose of this Newsletter

Positive Change Consulting shows people how to build great leadership, manage change, improve teamwork for business productivity – and restore balance to your life.

In this newsletter we aim to alert you to the latest research into leadership, report people-related workplace news, suggest ways for encouraging staff involvement to improve your business and alert you to the things we are doing and the services we can offer you.

## We welcome contributions

Please contact us if you would like to contribute to this newsletter. Just email or phone to share any experiences. Email [here](#)

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