



June 2014 Newsletter

Positivity special.

*The sun is shining (mostly), the economy is booming and HMRC are temporarily demoralised.
It's as good as it gets*

Whose perspective?

The last BD event ("Duckett Does Hay") was a very relaxed affair and I came away from it thinking that we had at least achieved our objective of creating a community of like-minded souls under the "Duckett" brand/network. When I mentioned this to Ady Watts his main concern was that many of the folk at the event were badly out of condition and desperately needed his help. Clearly, we all see the world through our own filters. But he is right.

<http://www.adywatts.co.uk/>



Book of the month

Well, TED talk actually. This prompted me to pull together this newsletter.

Carrie Bedingfield tells us how striving is costing us everything: the profit paradox

http://youtu.be/mYHAq_fo7Bo

More personally, she set out to control her world by working harder than everybody else. This is an approach that many people have tried (particularly in professional services), but always with the same (disastrous) result. Her stamina is impressive. She's from a techie background, so describes this as the Reptile 1.0 operating system – control equates to safety. Having lost a lot of things along the way, she's come to realise

that it's the quality of your relationships that count. That's the whole point.

She calls this realization the Freedom 9.9 operating system and has then built her 50th Generation Principles on the back of it:

- We build our businesses to create Purpose AND Profit. We don't sacrifice one for the other
- We're focused on relationships as the source of future value
- We run the 'lean start up' model – we learn now to make our organisation succeed through lots of small guesses, not one big guess or hustling the product we already have
- We run our organisations from INTENT – starting with the intent of the leader. We understand the WHY and use this to make decisions.
- We share our success with our employees and community
- We open up our network generously where the fit is right.

Can't argue with that. But boy, is she driven.



The Psychopath Test

I read the book by Jon Ronson whilst I was somewhere cold. It was entertaining enough, but he didn't really explore the headline assertion that many business leaders are actually psychopaths. The main exhibit was a meeting with Chainsaw Al Dunlap, the man roundly condemned by Jim Collins in "Good to Great". Local hero(?) Andy McNab has now waded into the fray with a book co-written by Professor Kevin Dutton about using psychopathic tendencies in a positive manner.

Try www.thegoodpsychopath.com or maybe <http://www.thetimes.co.uk/tto/health/mental-health/article4082509.ace> and be very careful who you work for.

Nature v nurture

Let's try the (All) American approach:

www.hbr.org/video/executive-presence

In the spirit of positivity, HBR unleashes Reptile 1.0 so that psychopaths can learn faster?

I'm not sure how this fits in with the Jim Collins view about Level 5 leadership

http://www.jimcollins.com/media_topics/level-5.html

Absolutely phab-ulous

The middle ground between smartphones and tablets is now occupied by "phablets" (really). The HTC One Max, for example. Arguably, too big to be a phone and too small to be useful as a tablet, particularly as memory is limited. Still, expect to see youngsters with laptop size devices strapped

to their ears sometime soon. And, rumour has it that the iPhone 6 is due to be released by September next year.

The Sage of Bishopswood and the Positive Spirit

There's a fine line between attempting to shape your destiny and nearly killing yourself to force the point. The Sage invokes a positive spirit:

<http://www.thepositivespirit.org/d-best-direct-destiny/>

MS has appointed a new CEO Steve Clayton is a Brit, from the Wirral, and created a great niche for himself by interviewing people, including the new MS CEO

<http://bit.ly/1fETalf>

A US view on the positive spirit: Menlo Innovations: Building An Intentionally Joyful Culture - The Positive Spirit

<http://lnkd.in/d27a72p>

Leadership rules from an accountant perspective

Sometimes the Accountancy press strays away from tax into softer areas. Not exactly the Positive Spirit, but not Reptile 1.0 either. But, just to be on the safe side, it can all be boiled down into a 9 point guide:

1. Treat everyone as equals in the way you speak to them and communicate instructions
2. Lead by example
3. Provide continuous encouragement
4. Do not dwell on mistakes and do not apportion blame

5. Make everyone feel part of the team. No cliques, no favourites, no inner circles
6. Involve everyone and keep involving them, but keep your distance
7. Trust your subordinates' judgement
8. Act so that everyone is aware they have the same objective
9. Get rid of persistently disruptive personnel

If only it was that easy. I like #9. Full article on

<http://www.kato.uk.com/partners/management-lessons-sport>



The K2 Rules

A different set of rules, written by people who were never accountants. I quote verbatim:

"We've never been shy about making choices, the kind that need to be made if you're serious about performance - though this time, we think we've excelled ourselves.

Inspired by the fabulous Velominati (look it up) we've created a set of human performance rules, hereinafter known as "The Rules". It's the sort of brutal reality that moves people, teams and organisations from being HR happy and chasing engagement scores to being high performance happy where results get delivered and the right people are engaged in the right way.

As ever, they are yours to use, share and play with as your heart desires. We'd love to know what you think and we really hope you like them. Of course, if you don't, you can always refer yourself to Rule 21.

Curious? Here's the link that will take you straight to [the rules](#)

P.S. If you have a rule of your own you'd like to share, let us know and we might just add it to the list."

They've also got a thing about the retirement of Giggs and Wilkinson. I had to ask The Ref who Giggs was.

<http://planetk2.com/blog/2014/05/giggs-and-wilkinson/>

But cyclists do it in 15 steps

http://www.som.cranfield.ac.uk/som/dinamic-content/news/documents/manfocus35/management_focus_issue_35_15_steps.pdf

IT corner

I thought we should think a bit more about IT. How about this?: [Smartphone Losses on London Transport Reveal Data Risk for SME's](#)

Not quite as enticing as the K2 article, but somebody might be interested.



New newsletter

No newsletter for 12 months and then 2 in a row. What's going on?

Basically, the Boy Scout said that (given a new assistant) he would organise a BD event if I wrote a newsletter. So, I'm just getting ahead.

More radically, I'm threatening to buy in a newsletter on the basis that I'll have to edit it heavily to stop it being too boring. This may not be in the spirit of the deal, but we'll see how it works?

Sue's retirement

Whilst Sue is trying to ignore this fact, she is due to (sort of) retire at the end of October. We all want to celebrate this milestone and I assume many of you do too. Any suggestions as to how we might achieve this?

Disclaimer

I want to walk like a giant on the land.



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