



## A Life in the Week of Ian Phillips (Principal Consultant)

In this weblog  
Blog  
The intention is to share with you  
The inside looking out view  
Of an OD consultant  
Reflecting on live experiences extant  
In a very special week Filled with sparkling moments  
That began in celebration  
Giving recognition  
To a special anniversary  
With a mystery journey  
That heralded BCL 15 years of sound service excellence

Commencing in London St Pancras  
With a champagne breakfast  
Through the Channel Tunnel to Belgium  
Where in company and full of good cheer  
We sat for a sumptuous celebratory evening fare  
Royal, but without any undue fanfare  
And amongst the proud gathering  
Upbeat and with a certain glow  
Embraced were thoughts  
Of a real sense of achievement  
As resolutions for continued prosperity  
Gently punctuated the air

Raised glasses were in evidence of course  
So too strings of "jolly good show"  
And next day on an open-top bus we would spy  
With spirits still high  
The historic city of Brussels - full of interesting sights  
Touristic prattle and the sampling of Belgian delights  
However, journeying back to London, undoubtedly  
That legendary 'manneken pis' was the lasting memory  
Yet in our imaginings a golden ambition would linger  
For more days like these days  
Visions of a better tomorrow  
And for BCL an even brighter future

Unsurprisingly the weekend passed  
Unflinchingly fast  
And it took - truly - that early **Monday** morning journey  
Cross country to really ready me  
Supply the time to corral thoughts  
Dispel any sense of being out of sorts  
And with decidedly positive intent  
I challenged I to start from strength  
Embracing fully the 'bespoke' workshop  
Helping public sector managers to step up  
In practical ways their everyday action  
Towards mainstreaming equality, diversity and inclusion

Working appreciatively  
Promoting valuing ways of being  
Created is a purposeful environment –  
Supportive and challenging  
For managers to work on issues live  
Inspiring diversity to thrive  
On expectation – we name the elephant in the room  
Actions are motivated by an emergent vava voom  
Addressing discrimination and zero-tolerated inappropriate behaviour  
Employed are innovative tools -micro-messages - fierce conversations  
Encouraged leadership alignment to legislation, policies and strategic actions of the organisation  
We're resilient  
We proffer a light touch – yet with a certain verve and vigour that is ever present

**Tuesday** in London

Through the thronging crowd  
And hustle and hub-bub of the capital's underground  
An adept pathway was found  
Yet still arrived at security  
Somewhat badgered and sweaty  
And wondering  
Yes wondering  
What really is the benefit of such a journey?  
That tires you so much  
Takes your breath away  
And imprisons you at the start of the day

However with sufficient time  
To get tidy  
Composure was regained  
And readiness achieved  
To facilitate  
An action learning set  
For senior managers in the Civil Service  
To put their 'leadership' learning into practice  
Revans work has really been revolutionary  
In its contribution  
Underpinned by action inquiry  
And underscored by diverse perspectives in collaboration

**Wednesday** still in London

A set of executive coaching sessions I had to take on  
However, with the journey of yesterday still fresh in my mind  
To be on the underground again felt certainly unkind  
Yet with the same rituals to perform  
Protocols with which to conform  
There was comfort  
That the expended effort  
In taking almost identical steps – station by station  
The journey pleasantly took me to a different destination  
And in preparation with no pretence or attempt to contrive  
I resolved to ensure the sessions were emergent and alive

Exploring with coachees needs, desires and motivations  
Using techniques to facilitate their own solutions  
Set goals - encouraging commitment to action  
For lasting personal growth & change as a perpetual motion  
The maintaining unconditional positive regard  
Has to be authentic – no facade  
Ensuring that coachees develop personal competencies  
Not unhealthy dependencies  
And wherever possible to determine success  
Use objective measures to evaluate outcomes of the process,  
Always encouraging clients to improve continually  
Achieving their personal goals and living successfully

#### **Thursday** its up-North

So an early evening train journey  
Gets me in situ  
Allows time for some camaraderie in good company  
And rest for the Development Centre  
The following day  
On the morn there is busyness  
As we ready ourselves  
To meet and greet  
And prepare  
To observe, record, classify and evaluate  
We hope none of the participants will be late

When the centre begins there is always excitement  
As participants are expectant yet unsure of what to expect  
They arrive uncertain into the unknown circumspect  
To be tested and assessed over a range competencies  
Focused on skills and abilities  
In problem-solving, leadership, teamwork and negotiation  
For some an in-tray exercise is the opening  
Measuring organisation and prioritization  
For others it is a presentation  
To demonstrate skills in structuring information and effective communication  
Both these activities are central in any development solution  
Together with problem-solving in teams, leadership and negotiation

#### **Friday**, even further North

The workshop challenge  
Is focused on leadership development  
And life improvement  
'Leading others without losing yourself'  
Authenticity, Values and workload management  
Is given attention  
As managers with a real willingness to explore with invention  
Reflect on Self, activities and living a good life  
Wary of positive leadership impact  
And nature of their worldly contact  
Looking for a challenge peace – beyond stress and strife

Encouraged to focus on their purpose for living  
Managers practising solid values  
Draw from their own experiences

And striving  
To see themselves in the world  
And not something apart  
And motivated to engage the Heart,  
With true passion life and love  
They are inspired to build relations  
Disciplined and true  
Being proactive  
Whilst blossoming too.