

Catalyst[©]

Catalyst is for alumni of our seminars and workshops to remain connected, and for coaching clients, prospective clients, and other interested parties to learn about who we are and what we do. Also available electronically in *Writings* at www.DancingStar.com

©2003 Dancing Star Productions except where indicated.
All rights reserved.

The Bigger Game – Investment

[This is part five of a series on the Bigger Game leadership and change model. For the rest of the series, see *Writings* at www.DancingStar.com]

There are many types of investment, the most familiar of which are the investments of time and money.

In a Bigger Game, we make additional investments – of energy, intellect, commitment, soul, heart.

As we've said, playing a Bigger Game is not just about playing a small backyard game, although there's nothing wrong with such a game, and it could even be an investment in, for instance, relaxation.

However, the investment called for in a Bigger Game is on the order of:

- the businesswoman who carves out her niche in the company she's created, then when the financial wherewithal is built, strikes out in the direction to which her heart calls her, building community as she goes
- the corporation which implements team-building programs or sabbatical time, during which employees can brainstorm ways to support the organization's Bigger Game
- the financially-strapped business owner who puts new structures in place – hardware, software, administrative processes – to create time in which to grow their Bigger Game

Notice these are not so much investments of blood, sweat, and tears as they are of commitment, even joy. Yes, there's hard work involved, but it is work which nourishes rather than

drains the worker. It is work which calls forth your best. It is the work one does to keep their game alive.

Investments may be scary – remember the gulp – yet they also make our

The Bigger Game Model

Comfort Zone	Hunger	Compelling Purpose
Sustainability	The size and quality of the game you play designs who you become	GULP!
Allies	Bold Action	Investment

heartstrings hum with a music to which we thrill, because we know what the return will be when we succeed. In fact, if it is all blood, sweat, and tears, you may be playing a martyr's game of victimization rather than a Bigger Game. Because remember a Bigger Game is not about you, but rather about what will be different in the world. A Bigger Game is bigger than any one person.

In the beginning stages of the game, the place to start is simply speaking your game to others, regularly, as widely as possible, every day at least. In this way you start inviting other like-minded people to play with you. Speaking your game allows them to find you, to start building the rela-

tionship foundations from which to work. Think of yourself as an entrepreneur going out for venture funding – you need to speak about what you're doing to anyone and everyone who might be able to help you further your efforts. In essence, you need to market your idea.

Be aware that investment can also look like Churchill's wilderness years – that period of confusion, even pain, when we feel we've lost our way. This type of investment is the disguised blessing of time to reflect, to search your soul, to find out who you really are, what your strengths and weaknesses are, and what matters to you so much that you will do whatever it takes to achieve it. In this darkest hour before the dawn comes the most profound learning and growth. Although many of us in business have been taught that it's important to always put a good face on things – to stay positive – in fact there is great power in coming to terms with our "dark side".

Sometimes investment simply looks like patience, sitting still and reflecting. Investment may also be about downsizing – our lives, our expenditures, our organizations – to make space for change and new initiatives. It can even look like leaving to get a fresh perspective. Think of those "corporate refugees" you know. Perhaps they're wiser than you think!

Next month, we'll look at Bold Action.
– Deborah Huisken

ARE YOU UP FOR IT?

For coaching (of international executives, entrepreneurs, and other artists) or consulting services, to bring an experiential workshop (Bigger Game, Dimensions of Leading, Power at Work) into your company, or to subscribe to this newsletter, contact Dancing Star Productions, phone: +1 413.367.9416, email: info@DancingStar.com, or on the web at www.DancingStar.com.

Vision is not enough. It must be combined with venture. It is not enough to stare up the steps, we must step up the stairs –Vaclav Havel



Catalyst – A Dancing Star Production

One must have chaos within to give birth to a dancing star – Nietzsche

Publisher

Dancing Star Productions

Editors & Contributors

Deborah Huisken, Carol Chanel, Jeffrey Corbett, Sharna Fey

Submissions

Send comments, questions, and submissions to 32 North Taylor Hill Rd, Montague, MA 01351 USA, or e-mail to info@DancingStar.com.

For return of postal submissions, include a self-addressed, stamped envelope. We reserve the right to edit articles for length, clarity, and readability.

Advertising

Rates and deadlines available on request.

INVESTMENTS AT IBM

Susan Valdiserri's Bigger Game is at IBM. On investments, she says: I invested in developing relationships with people I might not have in the past for fear of pushback. I invested in evolving my Bigger Game and Compelling Purpose so that they flow naturally and compel. I speak my Bigger Game to different audiences to ensure it meets people where they are and inspires them. I take more risks. I work to not make the game about me. Sometimes I do things that may not be the best use of me to keep the game alive, and I learned to ask for help.

Deb's Corner



An example of investment comes from Andrea Lyons, Chief Executive Goddess of Goddess Granola (www.goddessgranola.com). In her

July newsletter she highlights Jeanne Brouillette, president and founder of Dog B.O.N.E.S. – Therapy Dogs of Massachusetts (www.therapydog.info/index.htm). Started in May 2002 as a 501C non-profit corporation, the mission of Dog B.O.N.E.S. is to bring fun and healing energy into the lives of the elderly, the disabled, and the young.

Dog B.O.N.E.S. is an acronym for Dogs Building Opportunities for Nurturing and Emotional Support. Dog B.O.N.E.S. provides trained, affectionate, obedient, registered, and insured teams of dogs and handlers for visits to nursing facilities, hospitals, rehab centers, shelters, schools, libraries. All services are provided free of charge.

Jeanne started Dog B.O.N.E.S. after she and her canine companion Sir Bentley Bear (a 5-year old golden retriever) had been visiting kindergarten children throughout the state with another dog therapy group. Bentley and Jeanne started receiving so many requests they could not keep up, and neither could the group with which they were affiliated. So Jeanne started a new group to help.

Jeanne runs Dog B.O.N.E.S. in her nights and weekends, since she works full time at Community Teamwork Incorporated, where she is Director of Budgets and Administra-

tive Services for the Division of Child and Family Services.

What is her return on her investment? Dog B.O.N.E.S. helps Jeanne maintain direct contact with kids, something about which she is passionate. And Bentley gets to give and receive affection, which he loves.

Under Jeanne's leadership, Dog B.O.N.E.S. has expanded quickly, growing in one year to over 100 dog and handler teams.

Getting certified by Dog B.O.N.E.S. is also an investment. Unless volunteers are already certified and active in another therapy dog organization, they must complete a workshop and pass a test before they can start to make visits.

Dog B.O.N.E.S. volunteers recently teamed up with Therapy Dogs of Vermont to make a wish come true for a small boy named Ryan – seven years old and terminally ill with cancer. What he wanted most was a dog. Members of the two groups pooled personal resources to identify and pay for a pup that would be a good match for Ryan and his family. A few weeks ago Ryan met his new puppy for the first time, when she was brought to the hospital. She sat happily in Ryan's lap looking up at him – they are now at home.

You don't have to start from scratch to play a Bigger Game. There are many excellent ones already out there, and they can be in many different arenas. The investments will be on-going...and, can you think of a better way to spend your time and energy?

LETTERS TO THE EDITOR

Challenge Day serves both High School and Middle School. Although they are asked into schools where there have been incidents of youth alienation, violence, and social oppression, their programs can transform schools and bring youth to a higher level of connection with each other no matter what the present conditions.

In addition to Challenge Day there are ongoing mentorship programs and community service programs.

Challenge Day was featured in the Emmy Award-winning documentary: "The Teen Files: Surviving High School", and was featured in the bestseller "Chicken Soup for the Teenage Soul". The program has received a series of awards from school districts, cities, and states.

– Mike Kulczyk, USA, Challenge Day Volunteer and Bigger Game Player

I like the 'challenge day' activity that you described. I would use it in one of my sessions. Thanks for the inspiration.

– Kenzie L. Kwong, Kenn & K Consulting Ltd, Hong Kong SAR China

Found the challenge [day] concept being run in high schools fascinating and imagine that could be very powerful here in schools where there is so much baggage and yet increasing levels of racial diversity with all the challenges for integration, tolerance, and acceptance that brings.

– Kerry Sandison, Coach, S. Africa