

In this Issue

»»» EDITORIAL

»»» **The Hero's Journey- A Metaphor for Mentoring**

»»» **Coaching Notes: Your Story Old or New**

»»» **Recent Events**

»»» **Reader Feedback**

Newsletter
July 2010

EDITORIAL

By ISEC Founder-Director, Krishna Kumar

Club level tennis players spend much of their time working on improving their forehands and backhands. Much less time is sent on practicing their serves, despite knowing only too well that the quality of serves can make or break their performance in a match.

A recreational golfer spends long hours on the driving range practicing his long drives and far less time on the putting green, working on his "short game." The golfer is well aware that more than half of all the strokes that he will play in a match take place on the putting green but prefers to work on his "long game."

In a related context, corporate executives typically work on those tasks, which are easier and comfortable and procrastinate on dealing with those tasks that appear to be less pleasant but are usually more critical.

Why, therefore, do executives consciously spend less effort and time on those areas, which are often the most important to their performance at work?

Does the situation sound familiar to you? Do [mail me](#) your thoughts.

THE HERO'S JOURNEY - A METAPHOR FOR MENTORING

By Linda Parkinson-Hardman

It has been said that there are only seven stories that can ever be told and they are: Tragedy, Comedy, Overcoming a Monster, Voyage and Return, Rags to Riches, Rebirth and the Quest (or Hero's Journey). You will see these stories appear over and over again in various guises, from classic fairytale to modern film. They do naturally overlap, after all there are only so many experiences that a human being can have, but they are also distinct in the lessons that they impart in a wide variety of contexts.

The hero's journey happens to be a great favourite of mine and I use it as a metaphor all the time with clients, friends and colleagues because it is so rich in meaning. A fabulous example of this in a book would be something like *The Alchemist* or *Sir Gawain and the Green Knight*. Essentially it is a cyclical story, that has a beginning, a middle and an end (as all good stories do), but it is different in one major sense and that is that during the course of the journey that the main protagonist goes on, they will overcome their hidden demons and develop new strengths, emerging as a different person by the time the tale reaches its conclusion. In the story, the hidden demons are often portrayed as obstacles or barriers to their goal and their strengths are often personified as friends that help them along their way.

The reason I believe that this particular story type is perfect as a metaphor for mentoring is because it is about the developmental process a person can undergo and it can be used to help anchor the points that a mentee reaches along the journey they have been taking. Typically, a mentoring relationship will start off with the idea of the goal that both mentor and mentee wish to reach, the journey they take towards reaching that goal will have many ups and downs along the way, together with many opportunities to learn and explore both the goal and themselves.

After overcoming the difficulties and learning the lessons (which could be training, finding out information or even

building new relationships and alliances) the goal is reached - although often it is realised that the goal that is reached is not the one that was the original aim of the work. The reason it changes is because of the personal change and development that takes place along the way.

What is the Hero's Journey?

The Hero's Journey originated in the work of Carl Jung who was interested in the collective unconscious and the themes that guide a society. This work was built upon by Joseph Campbell in his work 'The hero with a thousand faces', in which he explored the fact that all the stories, myths and legends of the world have a common thread to them, regardless of the culture and civilisation that they originated in.

The journey always begins with a 'Call to Adventure', where an external event impacts in such a way that the hero is required to make a journey. The hero then undergoes the 'Road of Trials' - a series of adventures, misadventures and experiences that are designed to teach valuable lessons (think Baloo the Bear of the Jungle Book here ?!) As a result of the trials undergone and the tasks achieved, the hero will eventually return (although maybe unwillingly) to the starting point but as a free person, who now has the knowledge and power needed to live clear and free.

Linda Parkinson-Hardman is the Social Media Strategist for the Mowgli Foundation. The Mowgli Foundation, www.mowgli.org.uk, is a not-for-profit organisation whose mission is to harness the power of mentoring worldwide - inspiring and nourishing entrepreneurship and the building of sustainable economies through the creation of aspiration, jobs and opportunity - towards the goal of alleviating poverty. ISEC Founder, Krishna Kumar, is on the Advisory Board of Mowgli.

Your Story: Old or New?

by David Krueger, MD

People perceive and remember what fits into their personal plot-an internal script of oneself and one's world. Beliefs and assumptions (inspired by experiences) dictate what you look for and attribute meaning. You always find or create that which validates those beliefs, and ignore, mistrust, disbelieve-or more likely don't notice-anything that doesn't fit into that pattern.

Reruns: People repeat behaviour, even that which doesn't work, because it offers security and familiarity. Doing the same thing results in a known outcome; predictability masquerades as effectiveness. When you move beyond a familiar pattern, you may experience anxiety.

Repetition reinstates the security of the familiar, even if the repetition is limiting or frustrating. By opting for repetition, people sabotage invention and imprison creativity. Stuck behaviour has stuck consequences. Staying in a rut long enough begins to seem like fate. That outlook can lead to despair. The ultimate question about fixed beliefs or "stuckness" is: Does it work?

Who Wrote This? Change may be difficult, but it begins with the easy recognition that you are the author of your own life story. Insight, understanding, and theory do not create change. New theories alone will not drive old lived experiences into extinction. Lasting change requires new lived experiences to replace old experiences - you invested a lot of years in the old system, and you will have to practice the new stuff as hard as you practiced the old stuff.

Four Basic Tests for Change:

1. What do you want to change?
2. What do you want to outgrow?
3. What do you want to avoid?
4. What do you want to enhance?

David Kreuger, MD, is the Dean of Curriculum for the CTA Certified Coach Program and author of 16 books. He mentors executives, entrepreneurs, and authors.

RECENT EVENTS

ISEC successfully conducted their second Mentor Coach Level One Certification workshop. The program involved 16 participants and was held on July 16th and 17th 2010 at the Gateway Hotel, Bangalore. Participants included senior executives from Robert Bosch, Infosys Leadership Institute and L&T Komatsu. The picture below shows the participants and faculty at the venue.



The Mentor Coach workshop was followed by an intensive 3 day Personal Coach workshop for a smaller group of 5 participants between 22-24 July, 2010. ISEC Master Trainers, Krishna Kumar and Richard Winfield conducted the Training Program, which included tutoring for the International Association of Coaches (IAC) certification.



Deepak Nakil, Neelakantan Ravi, GuheshRamanathan, SulakshanaShenoy and Prasad Doreswamy, who

successfully completed the program, are shown in the picture above, with ISEC Master Trainers, Krishna Kumar and Richard Winfield.

Reader Comments on previous ISEC Newsletters

In response to "Playing by the rules in the corporate world"

Try to play by the rules, I would think.

But it's only in a crunch that this gets tested- when the stakes are real high?.

Most of the time, we let ourselves off telling ourselves its minor

And congratulations on your first batch of Mentor Coaches

AratiMohanram

HR Global Practices | Nokia India

In response to the Story of the 100th Monkey in our third newsletter

The 100th monkey story is true even today. Knowledge is always revealed at the right moment across the animal and human world. If it can be observed and recorded it makes it all the more absorbing.

In response to the Editorial in our fourth newsletter

Steve Davis' Behaviour: He was right in doing what he did. In Oliver Stones' film Wall Street, the father Sheen tells son Sheen to follow the long and narrow and not to take short cuts. The situation deals with telling a lie about the aircraft firm and strikes in it.

Neelakantan Ravi,

Former Secretary (East), IFS.

For detailed information on Coach Certification programs please visit our website www.isecindia.in

With warm regards,

Krishna Kumar

Executive Coach & Founder-Director, ISEC