

forum interactive

From: Alison.Banks@CCOMPA.ac.uk
To: Joan.Masters@tideresearch.co.uk
Date: 7th October 2008
Subject: How full is your bucket?

Hi Joan

Right, now I can tell you what's been going on here.

You remember there was that fuss just before you left about cash and filing cabinets? Well you'll never guess who was behind it all – Rick MacDonwald!!! Who'd have thought? I can't go into any details of course but it won't breach confidentiality to tell you that he's been told to leave.

Paul (MacBeth) discovered something odd and he happened to mention it at a coaching session and I encouraged him to investigate further. It's been a real struggle for him poor man – torn between his personal loyalty to MacDonwald and his loyalty to the College. He's been so glad of our sessions but I have to say I hadn't expected they'd be used in this way. Still – if they've helped to bring this out in the open that's fantastic. I just hope he mentions it to others.

Anyway, he reported back to the Board yesterday and everyone was most surprised. Rick just sat there frozen, sheet white. He tried to defend himself but there wasn't a leg to stand on. I really did feel sorry for him – such public humiliation.

But of course, when someone falls, an opportunity opens for someone else. Paul will be made Head – that's certain. He looked surprised when Sir Duncan told him this afternoon – that seemed a little odd - was he feigning I wonder?? (Other opportunities will no doubt follow.)

But this change can come at no better time. It really helps me. MacDonwald will be associated with all those behaviours we want to be rid of. Paul will represent all those we want to encourage in the New College. I could see it all coming to pass at the meeting yesterday. People listen to him. Yes, this will really help me.

Finally I've managed to set up focus groups with the staff to get their responses to the re-culturing: how do they see their work practice changing? I know what they're going to have to do if we're going to deliver on this. But I doubt people have given it much thought. There are plenty of whisperings and rumblings - it will be good to get things out in the open.

What do you think I should use at these focus groups? They'll be more engaged if I use things that are creative – but what???

By the way I've come across a brilliant little book – it's called How Full is Your Bucket – just great to look at positive feedback. I'm looking for the right opportunity to use it here! Keep well – I'll give you a ring end of week – Alison