

Jean Eva Thumm, M.A.P.C., L.M.F.T.
Santa Fe, NM 87508; (505) 466-4990
www.beyondthehorizonsconsulting.com
See Reverse Side for Services We Offer

Beyond the Horizons Consulting

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Therapy for Business

“Being in therapy” or “going for counseling” are almost catchwords today. But what would “therapy for business” look like? Have you often wondered why some organizations function so well, with all of their departments and teams communicating and working together for the good of the whole, while other organizations seem to have nothing but logjams?

Leaders need to have visions, but they also need to communicate these visions to their workers and engage them *emotionally* in the tasks at hand. Workers who are valued team members have a stake in the outcome of a project. How can leaders communicate respect? Listen, listen, listen!



- Listen not only to your employees' ideas and suggestions, but also to how they *feel* about a given project.
- Encourage them to express their ideas verbally and in writing, and give them honest feedback on

what you feel/think will serve the team.

Listening to team members is like directly experiencing the heartbeat of the group. Differences in perceptions, in how decisions are made, in what is perceived as important in the group culture — all become apparent. These differences in human consciousness relate in part to where we find ourselves in time and space. Early humans lived with a *magical consciousness and a tribal identity*. Before the scientific revolution, humans assumed that they owed *obedience to the authority of the church and monarchy*. These levels of thinking are still with us, yet today some people are moving toward a global consciousness that demands we accept responsibility for the far-reaching effects of our ideas and actions.

Creating a Learning Environment

When we create a learning environment, we set the stage for superior work. Freud talked about the arena of work and that of love. By *work*, he meant one's passion in life, that activity which brings the worker a sense of fulfillment and creativity. By *love* he meant the exercise of right relationships with family, friends, coworkers. We need **both** in the organization of the future.

An organization that encourages people to use their unique gifts and talents to enhance the job they are doing begins by affording their employees the opportunity to understand their unique personality. There is no better way to do this than by using the **Myers-Briggs Type Indicator**, a tool which has scientifically validated 16 different personality types. Add to this the meme stack of **Spiral Dynamics**, and you as leader have a thorough appreciation of your employees as individuals and as members of a team culture. *Know thyself, know thy organization!*

Services We Offer

Beyond the Horizons Consulting works with CEOs, managers, and their businesses to

1. Manage change in your organization
2. Maximize hidden potential of employees and teams with state-of-the-art tools
3. Resolve conflict through building understanding and negotiation skills

We are human engineering specialists, and we will work with your company, department, or team in the following ways:

- ◆ Executive coaching
- ◆ Analysis and resolution of conflicts
- ◆ Understanding and utilization of individual talents

We offer the following packages for teams, groups, and departments:

- ◆ Basic Understanding of Personality Type Using the Myers-Briggs Type Indicator
- ◆ Team Development Using the MBTI
- ◆ Dealing with Change as a Team
- ◆ For CEOs, Managers, and Team Leaders: Understanding and Resolving Conflict (using Spiral Dynamics)
- ◆ Interpersonal Skills for CEOs and Managers Using the DISC
- ◆ Diversity in the Workplace Using the MBTI
- ◆ My Stress is not your Stress (coping with stressors in the workplace using the MBTI)
- ◆ Implications of Personality Type for Management and Leadership
- ◆ Assertiveness Training for Employees
- ◆ EAP (Employee Assistance Services) for Businesses and Employees

Some of these programs may be offered as in-service continuing education. Others are on-going (such as EAP programs). Finally, others are arranged on a three- or six-month basis (for example, executive coaching).

We will also tailor programs to meet your company's or department's needs. Our initial consultation is always free of cost to you.