

TRAINING & DEVELOPMENT

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Voice Mail

Doer's Profile



Anne Robinson
*Creativity, Communication,
and Common Sense*

The Doer's Profile helps you expand your networking capabilities and keeps you informed about the interesting and exciting things your colleagues are doing in the field of human resource development. This month's profile features Anne Durrum Robinson, a consultant and trainer. Her firm—Creativity, Communication, and Common Sense—is located in Austin, Texas.

Most exciting new development:

"An increased interest in intuition. You might say that it's finally coming out of the closet. Organizations are testing their top managers to see how much intuition they have and use. I'm on the advisory board of the Global Intuition Network, under the aegis of the Institute of Noetic Science in Sausalito, California. You can even take an intuition cruise."

Biggest problem: "Getting people to use all of their mental abilities. Experts used to say we were using only 10 percent of our brains; now, they say we've been using only 2 percent. I try to show people that they're more creative than they think they are."

Most recent accomplishment. I'm working on a book called *CREATEams: Starter Dough for Rising Organizations*. The premise is that

after initial training, individual team members can go on to create other teams—similar to the method of baking different loaves of bread from one batch of dough."

Best training tip: "I always start by giving door prizes. Then I know for sure someone will get something out of the session."

At 81, you've been called "the oldest living trainer." Any words of wisdom? "Well, in the training profession, as long as you're mobile, you can still be effective."

To nominate someone to be the subject of a "Doer's Profile," call the "Voice Mail" line at 703/683-9590, or fax your suggestion to Haidee Allerton at 703/683-9203. Include your own name and phone number, as well as the name and number of the nominee, and tell us why he or she is a good candidate.

Executive Coaching

The article "One on One," by Richard Koonce (February 1994), didn't mention two aspects of executive coaching. The author wrote an excellent article, but perhaps he thought people would make these assumptions:

- Typically, executives who need coaching have been made aware of their problems, but the problems haven't been corrected. Usually, the organizations couldn't handle the situation, but the executives were too valuable to let go.
- Companies often play a role in supporting executives' difficulties. An

organization's culture can almost support and reinforce problems by not confronting executives about switching to more acceptable behaviors—until it's too late.

—Andy Workum

A.S. Workum Associates
Worthington, Ohio

"Voice Mail" is compiled and edited by Haidee Allerton. "Voice Mail" welcomes your views. Send your letters and comments to "Voice Mail," Training & Development, 1640 King Street, Box 1443, Alexandria, VA 22313-2043; fax them to Allerton at 703/683-9203; or call them in on the "Voice Mail" line, 703/683-9590.