



# EmpowerChangeNow Newsletter

Life Transformations, LLC. – *empowering change*

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Life Transformations was

founded in 2003 by Joanne Aaronson. Joanne's mission is to foster empowerment in the individual to achieve his/her ideal life including relationships, career, and financial situation. Or for the executive, to achieve Enlightened Leadership to empower their best organization possible. The [Empower Change Now Newsletter](#) was started in 2007 to support this mission by sharing information about the underlying paradigm shift necessary to empower change in the individual for unlimited possibilities.



Dear Readers,

**In the end, the winners take the prize. Read this month's articles to understand the essential elements and how to adapt in negotiations and for personal achievement to win.**

**As usual, I welcome your comments or experiences with this material.**

**Always in light, Joanne**

## Adapting for Win-Win Outcomes

Here are some basic principles that lead to Win-Win outcomes that are applicable for many negotiating situations, not just project/program management:

- ♦ Start off positive. Remember that *nothing positive starts from a negative*. If you believe the situation to be impossible, it will be.
- ♦ Never think only of yourself. This is scarcity thinking and is contrary to the Law of Abundance. If you want a favorable outcome in any situation, allow limitless thinking to be the rule. "How can we formulate a solution so that we both come out saving *face* and accomplish our main goals?" Work from this perspective to start off.
- ♦ Walk a mile in the other person/side's moccasins—this is an old Indian proverb that holds much wisdom. In considering the perspective of the other side, one can appreciate their stand, their motivations and so better negotiate a compromise.
- ♦ Now you're in the middle of it. You're side has to take some compromise also. Convince yourself and your team that to be *fair*, there may be some plus and minuses to the negotiated agreement.
- ♦ Invite a spirit of cooperation and harmony. In order for any of this to work, you must have good working relationships with both sides—that includes all your stakeholders including your team, your management and your customers. If you've done your homework and established these relationships by helping others when they needed it, the stage is set for cooperation in return.
  - What are some working examples?
    - ♦ It's very common for customers to want delivery faster than is possible with the available resources. However, someone else negotiated the contract and now you're left to deal with the .....**Cont'd Page 3**

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# Getting to Wins

The world of work is a naturally competitive environment. We compete for resources, for higher pay, for training, for our boss's attention... we even compete for our team member's time. What are the secrets that distinguish winners from losers? Remember the story of the tortoise and the hare? It was the slow and steady pace of the hare that enabled him (or was it her?) to stay strong longer and actually win the race. (The hare can be argumentative, pushy and 'in your face'). My tale begins here.

Over the years I've wondered about whether people are born winners, whether certain people have a natural drive to succeed at any cost, and are thus naturally competitive. But does this tendency really enable people to be winners, or can this drive cause problems?

These are interesting questions that have been studied by great psychologists and sociologists. Now I'm going to tell you according to my observation and client base – which most likely – is a microcosm of the general population. A number of my coaching clients come to me asking why they were passed over for promotion, or why they are being given more work than another, or why their boss isn't treating them with respect. You see, it's all part of "winning". Winning is getting to the "yes" that you are looking for since your needs and desires are very specific to you. Success is a very personal thing. A win for you might be more flexibility in hours, while for another it's more pay. It's still a type of competition. There are some individuals that succeed, and so "win" while others do not and thus "lose".

It all starts when we are very young. What messages did your parents send when you were growing up? How did you learn to be accepted? Where you entered into beauty pageants when you could barely walk? Or perhaps put on sports teams at a tender age. These are all forms of competition. Was it ok to just be a runner up or play well or were you expected to "win"? If the latter is true, then you learned that to be loved, acknowledged, and accepted you had to win. This pattern taught you that just playing the game wasn't enough; rather, winning was everything. Perhaps your message was that if you got good grades in school you received a special treat, the take home was "do well and get rewarded". Often this approach will produce overachievers who are determined to continue to "get loved" in the workplace.

What's the answer? In these situations, I coach the person to regain their sense of self-worth through a series of internally-faced exercises. The goal is to shift to achievement based on their own wants, needs and ideals that they have set for themselves, not based on an external authority. The next step is to "let go" of the *shoulds*, *have to*, *musts*, and just allow a bit of imperfection to seep in there. It isn't possible to be perfect so stop trying. I promise you will feel better, not burn out and honestly, you will do better in the long run. Just like the tortoise and the hare, you will last longer, stay in the race and probably come out ahead. This approach will facilitate relationship building which goes a lot further to get someone's attention than constantly trying to outdo someone else. Be a tortoise, slow down and get to Wins.



## Remember:

- **Drive to succeed at what cost?**
- **Slow and steady**
- **Wins**
- **Be a tortoise!**

## Events and Happenings

AIA Angels Memorial Fund Page for the Smile Train. Please consider a donation to a charity that saves third world children from a life of disfigurement.

*The Circle of Life-A Journey Through Grief to Understanding*

See details at [www.josanpress.com](http://www.josanpress.com) or 703-624-0130 for questions.





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**Want to know more?**

**We're on the web:**

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## Balance Your Life Corner

### Skinny Cows

It's summer and time to have fun. It's possible to watch calories and take care of your inner child too! Everyone loves ice cream, but it's loaded with fat, so unless you're lactose intolerant, why not give a lower fat version a try?



There's fat-free frozen yogurts on the market and that's certainly a good choice. But one of my favorites is called "Skinny Cow". It comes in ice cream sandwiches and now in yummy flavors like Caramel cone and strawberry cheesecake with less than 150 calories/ serving, it's bound to please you and that little girl/boy inside!

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hectic pace and stressed out team. When you get close to the major deliverables and realize you just can't make it, are you able to sit down with the customer and ask for an extension? If the proper relationship has been established, they see how hard you've been working, perhaps you've made other smaller deliveries, and they realize the scope is more than is reasonable. So you ask to reduce the scope for this deliverable. They accept. Not possible? Try it.

- ♦ Or, the customer keeps adding more scope and expects the deliverable dates to stay the same. Management pushes you to accept the additional work. If you're worth your salt, you'll negotiate an engineering change order to add more money, or give them the option to extend the time-frame. Bet they'll give you the time. Or, try a phased delivery. Not possible? Try it.
- ♦ How about when the customer isn't getting along with your team thus delaying reviews. Are you able to sit down with the customer and explain the problem asking them for more cooperation or more time? Not possible? Try it.

These are all situations that I've encountered over the years and have negotiated WinWin outcomes. It won't be possible if you don't believe it, have cooperation of your own stage and management and then cooperatively work with your customers.

Then anything is possible—in industry or government.

