



Positive Vibes moves on

John Campbell, chairman of Primeast

It is the start of a new year and I am pleased to announce changes to our e-magazine.

Positive Vibes has been produced since the turn of the millennium, usually with a single bite-sized chunk of wisdom on leadership, change and teams.

However, as Primeast grows, we want to provide the opportunity for more authors to contribute their thoughts and experiences on our core subjects of leadership, change and teamwork. So we've moved to this "news sheet" style which can accommodate contributions as they are offered.

As ever, we welcome your views and wish you a successful 2003.



Primeast has been helping clients to make the most of a changing world since 1986.

The glass is half-full

Clive Wilson, managing director of Primeast

Earlier this month I spoke at a management conference on visionary leadership, a subject around which I frequently enthuse. The conference organiser also asked that managers be encouraged in positive thinking around the popular notion of the glass being viewed as half-full as against being half-empty.

The subject was fairly straight forward until I asked myself a very simple question: "In business what is typically in the glass?" For example, might we be talking about results or opportunity? Bear with me and I'll explain.

When a business is born, its glass is totally empty of results and completely full of opportunity and with it, optimism and enthusiasm. As the business grows, the results begin to materialise and attention is turned to "filling the results glass". Sadly, attention to opportunity often fades and people instead complain about the way results are achieved. Before anyone knows it, a negative attitude is born until a wake-up call reminds people that the opportunity experienced in the early days is still out there and the organisation is now even better placed to exploit it.

So, in conclusion, go ahead and cultivate a positive attitude in your organisation. Encourage your people to see every glass as half-full. But pay special attention to the glass of opportunity. It is a very special glass that is always as full as you care to view it.

If we keep doing things in the same old way and complain about the efforts of others, we will never fill the glass of opportunity. A better approach is to train ourselves and others to see opportunity in everything from a failing system to a lost contract. How can we learn from mistakes? How can we nurture creativity?

Lets face it, most of us are already delivering results. We just want to know how to be better at it. Maybe the answer lies in the glass of opportunity.