

Sustainability in Action!

The right decisions for NOW!

13th August 2009

MAOV

Mark Molony

Noticing

- What are your observations about the day to day impact of the work of I.T professionals on their general well being and work habits?
- 3 minute discussion with the person sitting next to you.

Key concepts

Perform

to fulfill a command, promise, or undertaking.

Sustain

to keep up or keep going, as an action or process: *to sustain a conversation.*

Recover

restoration or return to any former and better state or condition.

Learn

to acquire knowledge or skill

Coaching Observations

Performance

- Declining - fatigue and work volume and back to back deadlines,
- Error rate and mistakes are significant,
- Commitments delayed or not met
- Clients and stakeholders increase in demands
- Personal satisfaction and sense achievement declining



Coaching Observations

Recovery

- Hours worked increasing
- Evening/weekend work at home increasing
- Contactability outside of business hours increased,
- Holidays delayed or reduced
- Staff shortages often leading to working when unwell
- International work leads to working through the evening and night



Coaching Observations

Sustainability

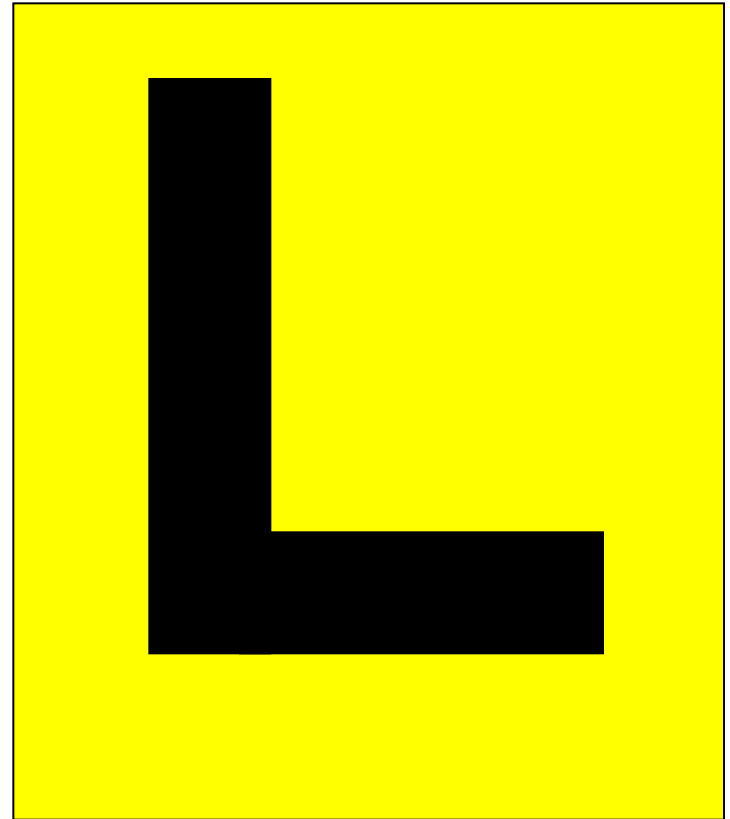
- Health and well being beginning to be impacted
- Sense of purpose and interest decreasing
- Energy depletion – fatigue reported
- Concentration and effectiveness impacted
- Sleep disturbance common place



Coaching Observations

Learning

- Less opportunity to reflect on what you are doing
- Reactive response overriding proactive response
- Working relationships impacted and becoming difficult
- Frustration and irritability replacing ambition
- Adaptive capacity reducing



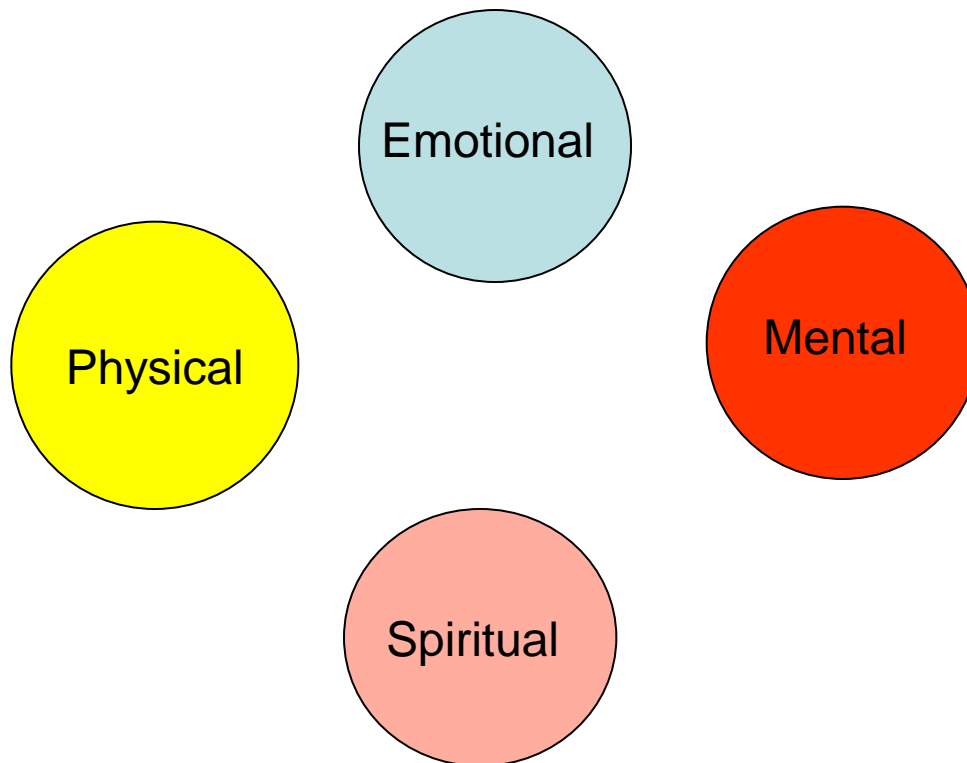
The law of diminishing returns

Spiraling UP or Spiraling DOWN

A KEY DECISION POINT

“Energy – not time, is the fundamental currency of high performance”

Ref: Jim Loehner and Tony Schwartz- The Power of Full Engagement



Key concepts

- Energy replacement in all energy domains is crucial for the survival and functioning of living systems
- Sustainability should not be taken for granted, but developed as a key well being and performance strategy
- Recovery is a core component of high performance.
- Learning requires recovery to create energy for processing and reflection to review actions and integrate ideas for improvement.
- Effective coordination of action amongst individuals requires effort and commitment

Performance

- Regular breaks to replenish energy and switch energy mode is important
- Multi tasking and responding to who/what ever comes is in fact practicing distraction. Take control of your workspace.
- Develop work hygiene habits- Close your work down at the end of the day.
- Try not to work at home or respond to mobiles/emails in an uncontrolled fashion
- Practice email and mobile free times when you walk with and talk to your work colleagues

Recovery

- Build energy in all four domains
- Take regular breaks to refresh and refocus
- Holidays and sick leave are for a purpose- use them regularly and when necessary
- Practice shutting down your work out of hours and be present to what you are doing
- You are a biochemical being. Nutrition is crucial to your functioning.
- Support the recovery of others in your team

Sustainability

- Work/ life balance is dynamic pendulum
- You have a throttle, use it! Don't default to what everyone else does
- Working harder, longer does not increase performance, effectiveness and sustainability
- Think big picture- LIFE, not project by project
- Negotiate realistic deadlines and meet them

Learning

- Practice developing rituals and routines for yourself to help you develop useful habits
- Practice focusing and being present to what you are doing
- Allocate time for reflection and big picture planning regularly
- Experiment and observe what best supports you being in the zone- switch on /off
- Practice changing your mind set- “How else can I look at this?”

The right decision for NOW!!

LIFE is an EVENT, RISE to IT!

Mark Molony – Organizational Coach- ph 61-3- 9459 0777