



It's hard to believe it's half way through the calendar year already! I thought I would take the opportunity to send a quick note to say "hi" and give you an update on a few things.

In general, despite the challenging economic climate, many organisations from both the private and public sectors are taking the opportunity to think longer term about their capability and leadership requirements going forward, and so we are experiencing steady enquiry. With a new financial year just around the corner for most, there is a noticeably more positive tone in the conversations we are having with senior managers.

As always, I have been lucky to work with some great organisations, and am pleased with the level of culture and behavioural change that they have been able to effect with the adoption and integration of the Lominger suite of products. There are some great success stories out there.

Recent projects have included full behavioural competency rollouts, Team improvement facilitation, Performance Management projects, succession planning and high potential identification, plus significant amounts of work in the 360 Feedback and Manager Coaching area.

Lominger Executive Workshops

We are pleased to announce our newest Lominger learning initiative, which compliments the Lominger leadership development process of assessment, feedback and coaching. Our unique LOMINGER EXECUTIVE WORKSHOPS have been designed to improve the capability of established and/or potential executive managers.

The Suite of 10 Workshops will focus on either identified group learning needs by your Group Reports, or specifically address those competencies which ratified Lominger research shows are in short-supply, but proven to exponentially impact organisational performance and strategic outcomes. In short, these Workshops will assess and develop the critical behaviours known to scope and deliver business change.

Designed with a combination of Lominger methodologies and Harvard's Manager Mentor Toolkits, and supported by case studies and assessments, this robust programme promises to deliver real competency development in monthly "in-house" half day sessions.

Contact us today for more information or visit us at www.acumen-international.com

Lominger Certifications

Due to on-going demand, we are continuing to hold LOMINGER LEADERSHIP ARCHITECT 101, and VOICES, INTERVIEW ARCHITECT and CHOICES courses regularly, with the next on the following dates:

[VOICES Auckland – 21/22nd July 2009](#)

[LEADERSHIP ARCHITECT 101 Auckland – 10/11th Sept 2009](#)

[CHOICES Auckland – 21/22nd Sept 2009](#)

[LEADERSHIP ARCHITECT 101 Wellington – 24/25th Sept 2009](#)

[LEADERSHIP ARCHITECT 101 Christchurch – 7/8th Oct 2009](#)

To reserve your seat at any of these events, please click on the appropriate date above, please forward on as applicable to colleagues who may be interested in these programmes.

Lominger Articles and Book Summaries

For those who regularly visit the Lominger Homepage, you will be aware that there are a numerous interesting articles and free information which report on the many findings of Lominger researchers.

At Acumen, we have the majority of those available as well as several hundred business book summaries and other organisational subject matter articles that we have collected over the years.

Subjects include Leadership, Strategy, Entrepreneurship, Governance, Organisational Behaviour and Change Management to name but a few. If you are a reader of such material and would like to understand what our library of articles and summaries offer, please contact us today.

Changes at Acumen

Website

We have finally reviewed our website and invite you to have a look at it – it outlines all the updated services we offer, profiles of our directors and associates, details of recent assignments and upcoming events of interest. Visit us today at www.acumen-international.com

Administration Manager

We are pleased to introduce Lara Greenway, who has been working behind the scenes for us over the past six months improving communication and systems. Lara now oversees the Voices 360 surveys, arranging our certification events, and generally provides an improved level of business support to our many clients.

If you haven't been dealing with Lara to date, her email address is admin@acumen.org.nz

New email address

For those of you who have known me for a while, I have finally adopted the wayne@acumen.org.nz email address, although acumen@ihug.co.nz will continue to work for some time.

Other news

I am getting ever closer to completing the Master of Management in OD that I have been working on for several years. I am currently working towards completing my dissertation/thesis. The area I am researching is around the approaches MD's and Senior Executives take to leadership development in their organisations and their attitudes towards leadership improvement as a business priority. I hope to be able to share the result of this work once I have completed the qualification

I also attended a workshop with David Lane (see NZ Mentoring Site) in March to support me on the growing amount of executive coaching work I am doing.

On a personal note, I spent a wonderful few weeks enjoying the many delights of the South of France with family in May and am due to return with Jo in August, have had some knee surgery (so I can run straight again) and continue my involvement in Rugby League as an active referee and still Chairman of the Auckland Referees Association.

Finally, I appreciate your continued support, and look forward to any opportunities to work with you in the future.

Regards

Wayne Urquhart
Lominger Associate

