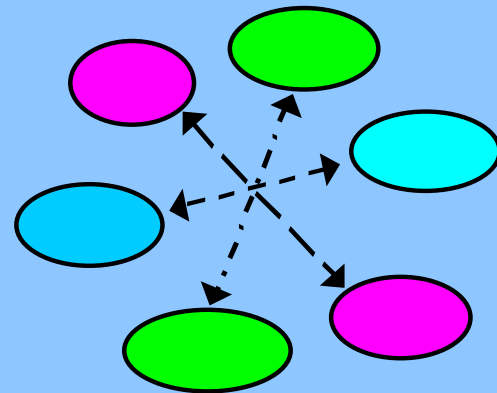


FINDING THE MAGIC: Why Some Groups Deliver Fantastic Results

with
Geoff Bellman



GROUPS...

- **Deeply rooted in human history**
- **We are group animals**
- ***The primary unit of work***

Why Focus on Groups?

- **Working in groups has deep appeal**
- **Large organizations ineffective in managing/motivating the individual**
- **Organizations cannot carry the expectations individuals load on them**
- **Individuals isolated in their work and lives**
- **Individuals need others to do complex work**

“Magic” transforms...

--how people see each other

--how they interact with each other

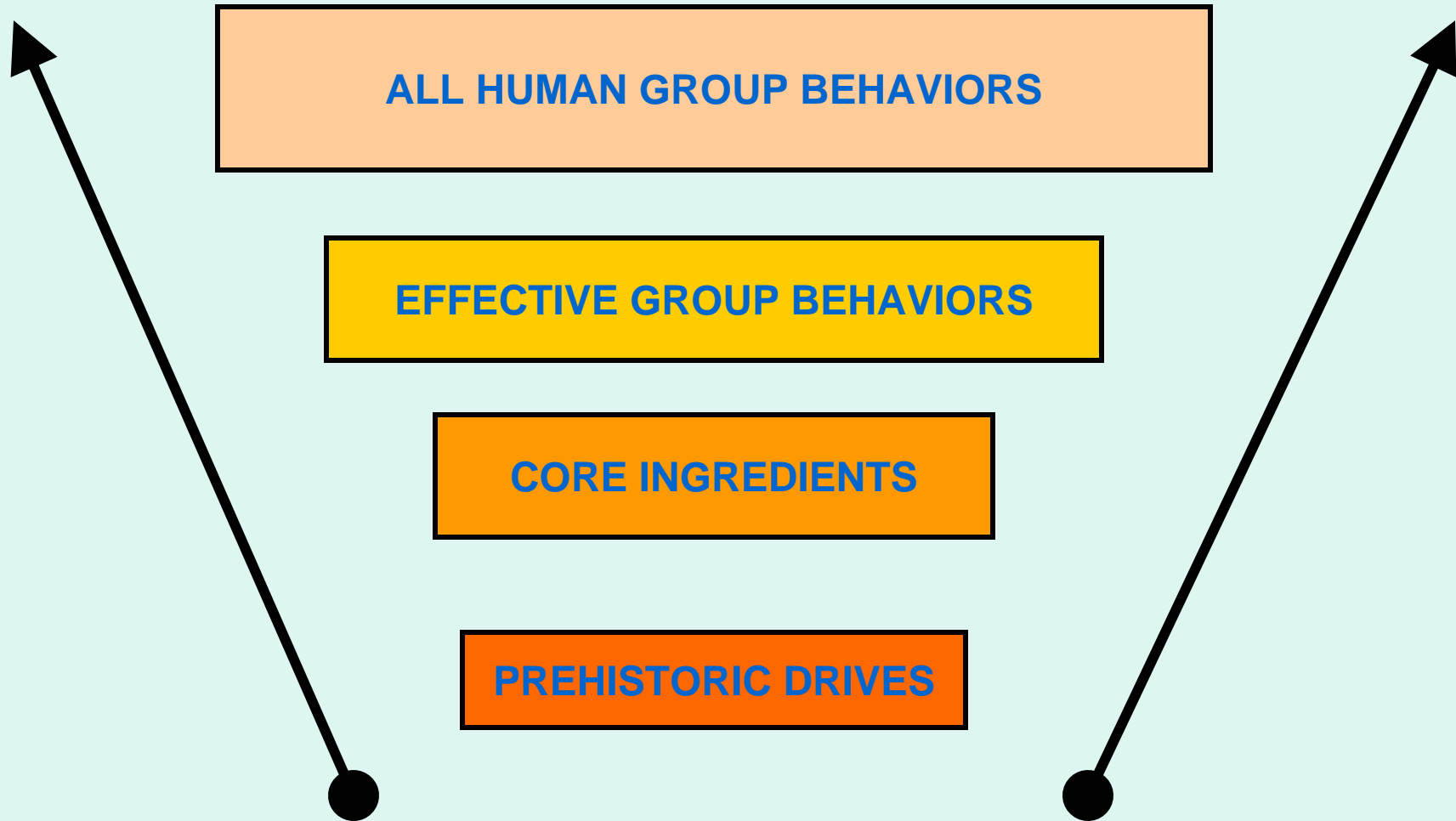
--their commitment to each other

--the results they achieve

and...

--their collective approach to work is positively, profoundly different.

What we are dealing with...



**Accepting:
Being authentic self**

- **I want to be my true self**
- **I want to know and accept who I am**
- **My best self is rooted in my unique, natural self**
- **I don't want to hide myself from myself**

**Aspiring:
Reaching potential**

- **I have much to learn about myself**
- **I want to be even more than I am today**
- **I sense my possibilities**
- **I will to pursue my potential**

**Belonging:
Being a valued
group member**

- I belong here
- I can be myself here
- I am accepted and embraced here
- I have roles here
- I make a difference here
- I am supported here

**Becoming:
Joining for purpose**

- I know what we are doing together, and why
- My actions honor our purpose
- Our purpose adapts to our learning about the world and ourselves
- I adapt to our purpose
- Our purpose binds me to others

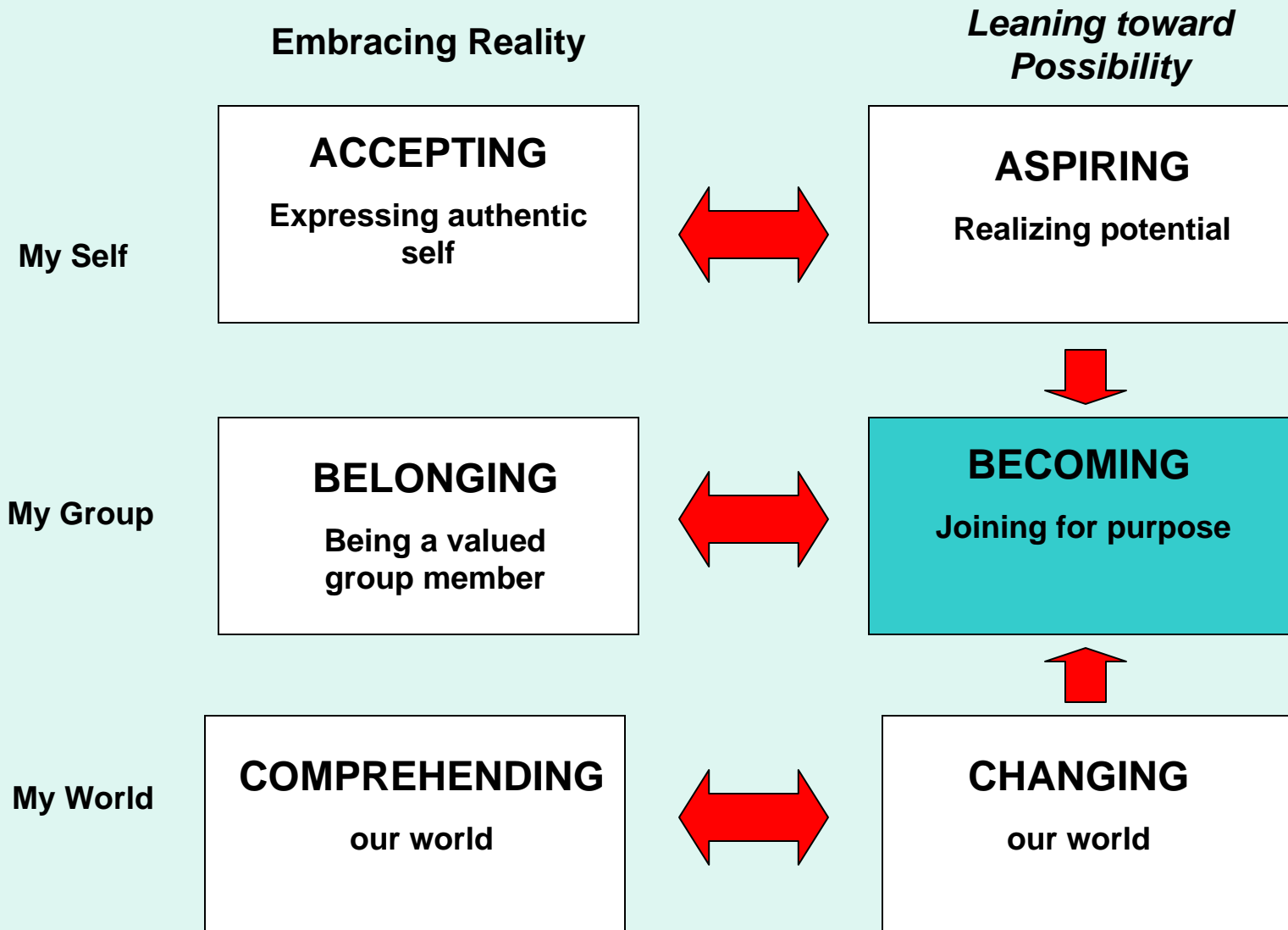
Comprehending our world

- **We are curious about the world around us**
- **When we know the world, we can better interact with it**
- **We need to know what we can control and influence...and can't**
- **Accepting reality prepares us**

Changing our world

- **We want to make our mark**
- **We want things to be better**
- **We can do something; we have power**
- **Our contribution is unique**
- **We want to see what we can do**

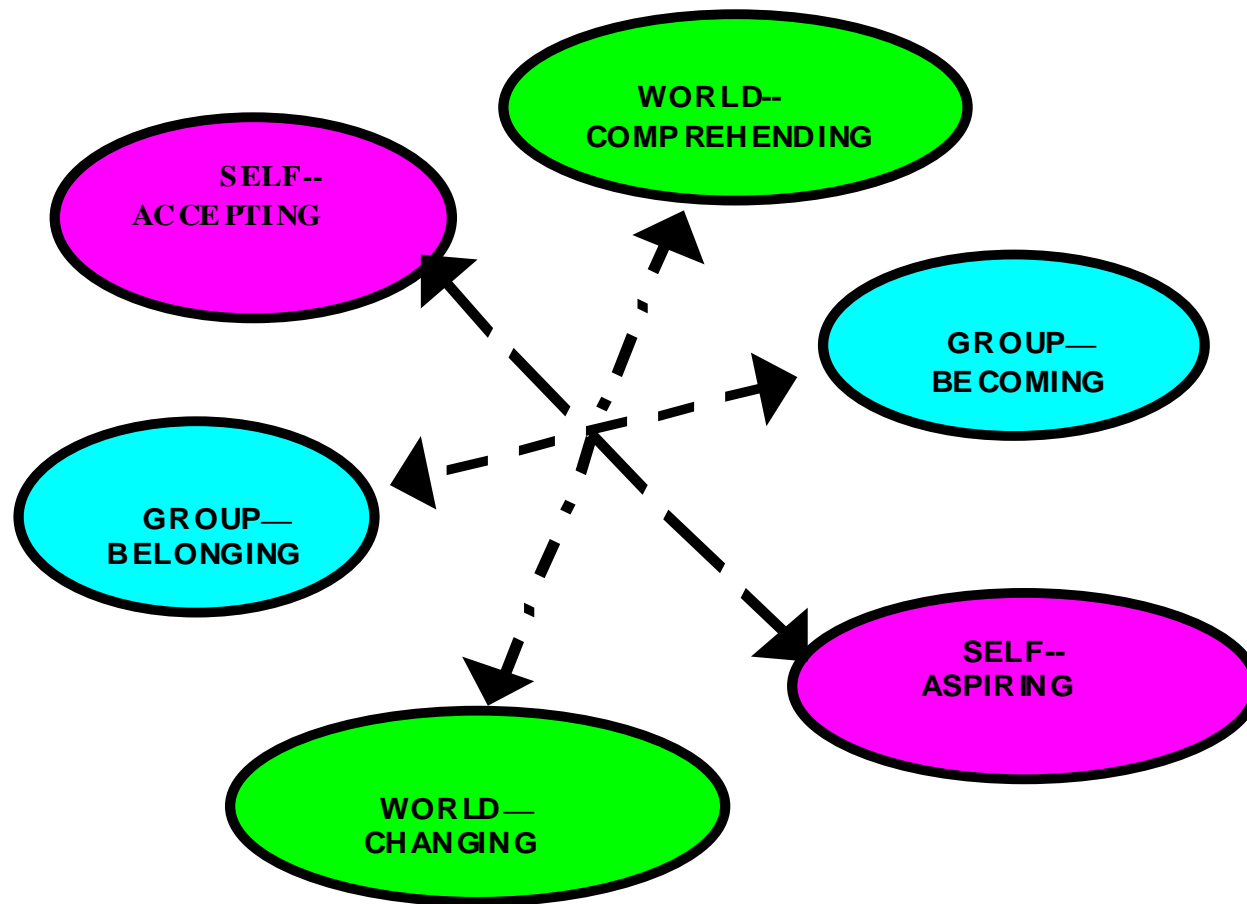
Six Core Ingredients...



Six Core Ingredients...

- **There is no formula/recipe/guarantee**
AND...
- **Understanding ingredients allows acting on them**
- **Using the ingredients makes transformation more likely**
- **You could do worse than trying to put these six ingredients in place**

Creating a Field...



Geoff Bellman Books...

- ***Finding the Magic.*** (with Kathleen Ryan) Jossey-Bass. 2009.
- ***The Consultant's Calling.*** (2nd edition) Jossey-Bass. 2002.
- ***Getting Things Done When You Are Not in Charge.*** (2nd edition) Berrett-Koehler. 2001.
- ***The Beauty of the Beast.*** Berrett-Koehler. 2000.
- ***Your Signature Path.*** Berrett-Koehler. 1996.
- ***The Quest for Staff Leadership.*** Scott-Foresman. 1986.

Geoff Bellman...

Geoff worked in the corporate world (Ideal Basic Industries, AMOCO Corporation, and G.D. Searle) fourteen years before starting his own consulting business in 1977. His external consulting focused on renewing large, mature organizations like Verizon, Booz-Allen & Hamilton, First Bank, Experian, Port of Seattle, PacifiCorp, Intuit, Ernst & Young, Shell Oil, Boeing, Accenture, and the E.P.A. In recent years, he has reduced his corporate consulting and now gives most of his consulting time to community organizations.

Geoff is a cofounder of the Community Consulting Project, a group of Seattle area consultants and learners who serve not-for-profit organizations. He belongs to the Organization Development Network, the American Society for Training and Development, and is a charter member of the Woodlands Group.

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