

WOMEN IN
WIM
MANAGEMENT

VOL. 14 NO. 1 JANUARY 1992

NEWSLETTER

WERE YOU THERE?

SHIFTING GEARS

On January 9th Carole Hyatt opened her presentation by commenting that she observed the true definition of what networking means by watching WIM members do what we do!

Hyatt then spoke about the art of starting again . . . and again . . . and again. The anatomy of change that people go through is always the same, even though the stories are different. There is always a *trigger* for change.

Viewed as an opportunity, this trigger can help us to make an assessment of our work and personal lives and values. Viewed as a loss, the trigger can affect status, ego, money.

A trigger can be a non-event such as a birthday. Or it can be the death of a parent, friend, illness or accident. The interpretation of an opportunity concept is a passion to do something and putting time and money into that new career. The failure interpretation involves a mourning process as classic and strong as losing a spouse or close relative.

Smart people move through this mourning by creating a ritual for themselves. Examples being keeping a journal, writing a letter to a former boss and never sending it, or other spontaneous rituals. Releasing the concept of "loss" of job, status, ego, and money motivates people to move to the healing place where they can see what they want to do next. Support and network groups help at this time.

Learning the art of "synthesizing" is where we all must be, Hyatt said. She defined this as a basic competency symbolized as a layered cake; a set of skills in which the icing becomes the next career name and new skills become the next piece. The industrial age beliefs are gone — we are in the age of living by our wits.

— Adair Heitmann