

## The Holbrow Group February 2008 MonthlyINSIGHT

*In the news:* Our email address has been changed to [Colin@theholbrowgroup.com](mailto:Colin@theholbrowgroup.com) to be consistent with our new identity including our website [www.theholbrowgroup.com](http://www.theholbrowgroup.com). Please update our contact information.

This month I am leading a half-day workshop for Active Green + Ross on the impact of supervisors and managers being coach-like when delivering positive and constructive feedback to employees. In March I am delivering one-day programs on Preparing Effective Proposals for The Canadian Management Centre in Guelph and Toronto as well as co-leading a team workshop associated with Relationship-centred management with St. Peter's Health System in Hamilton.



Photo: Leslie-Ann Holbrow

### February MonthlyINSIGHT - Snow

"Snow is a type of precipitation in the form of crystalline water ice consisting of a multitude of snowflakes that fall from clouds."  
(<http://en.wikipedia.org/wiki/Snow>)

Our seemingly endless deluge of snow and an encounter with "thundersnow" has sparked my interest in this month's topic. Snow has a huge impact on our lives. Snowfall disrupts public infrastructure and services. Toronto and southern Ontario have literally come to a standstill on several occasions. Too much snow results in mudslides, floods and avalanches. Yet snow has many redeeming qualities. It covers the ground with a clean white blanket. Snow serves as a thermal insulator for agriculture. It also generates significant moisture so vital to our forests and watersheds. Ski operators rejoice with every centimetre of snowfall.

It occurs to me that snow and humans have a number of parallels and dissimilarities in terms of the impact of their behaviour.

- No two snowflakes or humans are alike
- Snowflakes and humans appear to fall aimlessly
- The shape of a snowflake is dependent on temperature and humidity. Humans are shaped by their genetic make-up, environment and intention
- Most of us believe that snowflakes are near perfect in appearance. Many entertainers, sports figures and their followers have a similar expectation of their projected self importance and appearance, and
- Snowflakes can quickly add to their volume and condense into ice. Collections of humans can morph into powerful pools of positive change or discontent.

#### *What's the learning and call to action?*

Snow is something we can choose how to deal with. Some of us embrace snow and use it to bring back the excitement we enjoyed as children. We have a small valley at the back of our home and I enjoy hearing the giggles of youngsters tobogganing down the hill. Snow can also demoralize us and make us hibernate where we live, work and shop without taking the season of winter in our stride.

- When was the last time you stopped to catch a snowflake or imprint your own snow angel in the snow?
- When was the last time you went for walk and listened to the crunch of snow under your feet?
- What wonderful memories of playing in the snow as a child have you lost to time?
- What will propel you into looking forward to have fun with the next snowfall?

### *Colin & The Holbrow Group*

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