



Request for Submissions

Concept

Do you write? If so, you are invited to submit content for a book entitled, *Conspiring With God*. The word conspire means “to breathe with.” In what way or ways do you “breathe with God” for the benefit of others? You may interpret this theme as liberally as you choose.

This book will be illustrated with my artwork, some examples of which are in this document. You can see more at www.richardmcknight.com.

The concept is simple: you write, I illustrate. The theme is how you cooperate with some higher principle to do good in the world. You do not have to be a Mother Theresa or Gandhi to participate in this project; you just have to be a decent person who is devoted, in some way to helping others or making the world a better place. If you manage to do good through your livelihood, fabulous; submit a piece about that. If your means of doing good is through voluntary effort, even better. Did someone help *you*? Then write about that.

Participating in this project will be a mom who has done good by raising four children and is proud of who they have become. Another person does good in the world via participation in a small community orchestra. She describes her talent as minimal, but her community loves the orchestra. A third person has been disabled most of her life yet finds ways to help others on a daily basis. Another makes but \$35,000/year but still ministers to the poor every week; she does not consider herself poor at all. An executive coach tells—through poetry—how she helped a Type A client work through his terror of retirement. Finally, a CEO writes about his having created a wholesome workplace that people love to come to each day.

Who Benefits?

One of the participants in this project is Mary Trainer, a Sister of Mercy who has turned her childhood home into a retreat center that serves the poor and those who minister to the poor. The center is called “Cranaleith,” (CRAN-a-leeth) Gaelic for sanctuary of trees. 50% of the profits of this project will go to support an expansion project at Cranaleith. (Learn more about Cranaleith at www.cranaleith.org.)



This is an artist’s rendering of the Cranaleith Retreat Center once the new building—in the foreground on the left—has been built. Your contribution to this book will help raise the matching funds for the new building.

How to Participate

Notify me of your interest in participating: RmckKnight@mkbpartners.com, 610-742-6388.

You have up to 750 words to say what you choose. You can offer prose, poetry (your own or other’s), or both. Personal statements of experience are especially welcome. Call me to discuss your concept and I will help you shape it. Be aware that I cannot guarantee your submission will appear in the final book as I will have to make editorial decisions based on content, style, and message. If I get too many, I will use them for subsequent books and/or post them on a companion web site.



Because I Said So

by Michele Remye Pepe

WHEN YOU ARE A MOM, one of the world's greatest, all-purpose lines is "Because I said so." That means "I'm in charge here so . . . pick up your toys, stop hitting your sister, wash your hands, eat your dinner, don't forget to wipe, go to bed, and stop climbing on the furniture." Not necessarily in that order.

"When my first child was born, I was going to be "the perfect mom." All the right foods, all the right activities, and socks all the time so her little toes would never be cold. Swimming was high on the list of things to do, because everyone knows it's really important to know how to swim. So, here we go. She's six months old and we're in the mommy-and-me swim class, which is really the splash-in-the-freezing-cold-water-while-singing-silly-songs class. In the first class, she screamed the whole time. Same thing in the second class. So we stopped. I'm not completely crazy.

Every year, I'd sign her up again for swimming lessons, convinced this was the year. And every year, she'd go into the cold water and cry and scream. And every year by the third class, we were done. Between bouncing in and out of lessons, I'd swim with her during the summer.



Leadership and Courage

by Richard McKnight

MY WORK AS AN EXECUTIVE coach allows me the privilege of getting to know some of the brightest and ablest business executives in the world. Smart and business-savvy, however, does not necessarily translate into interpersonally or intrapersonally competent.

One of the circumstances in which I met some executives recently was pressure-filled. Several of my coaching colleagues were gathered with several "high potential" executives to witness those executives in action. At intervals, we stopped that action to give the executives feedback on the spot. It's daunting for the executives, but it can also be transformative for them.

As part of this learning event, we do role plays that mimic typical work situations. And we're tough graders: hardly anyone gets a "4" or "5" on our five-point scale. And believe me, these capable executives aren't used to getting anything but high grades!

One of the interactions we set up requires the executive to take the role of a new boss who has to forge a constructive relationship with an under-performing subordinate. There is reason to believe that the subordinate has been offending coworkers and, as a result, losing sales.



You Are Their Teacher

Tim Kanoy

IT WAS 1990 AND A COOL evening in downtown Amsterdam. As I walked the streets of the city, several yards behind my team, gathered from around the globe for a crucial meeting of change agents, I pondered, no, agonized my dilemma. We had come to Amsterdam for a merger integration strategy summit led by me and consisting of 12 senior Human Resources and Organization Development leaders from around the globe responsible for forging and facilitating the merger integration strategy for what was then the largest global merger of two mega-companies in history, SmithKline Beckman, a U.S. Pharmaceutical company and Beecham, PLC, a UK based Pharmaceutical and consumer products giant, in the process (or struggle) to become SmithKline Beecham, the world's largest Pharmaceutical company at that time.

We were in Amsterdam to lay out the strategy and process for the next phase of the merger integration which was moving ahead, but in fits and starts. This week we seemed to be backsliding. Our way forward was unclear and there were no precedents, no "maps" for traveling this journey and meeting the enormous challenges which the team was wrestling with. The team was in a good deal of conflict or "storm-