



The whole team at High Trenhouse and CMC wish you a Happy Christmas and a prosperous year in 2010!

Dawn on Malham Moor, Dec 2009

You know it makes sense!

CO₂sense yorkshire™
carbon sense 2 commercial sense

High Trenhouse, which has signed up to the 10:10 initiative, was delighted to welcome the Leadership Team from CO2Sense Yorkshire for their very first residential workshop. The business development programme, funded by Yorkshire Forward, will help companies in Yorkshire and Humberside cut carbon emissions, comply with legislation and save money so they prosper in the new carbon economy. Exclusive use of High Trenhouse provides the special location, ambience and support that new teams need to focus on the challenges they face.

"The beautiful surroundings and the isolation provided an ideal environment to help us to concentrate on some important questions at a crucial stage in our company's development. We were very well looked after and we enjoyed the high standard of catering and comfort. We're all looking forward to our next visit."

Rick Hamilton, Marketing Director.

The Whole Place to Yourselves

In November, High Trenhouse launched a special "winter offer" to corporate clients and so far there has been an excellent response. The offer has attracted new clients and given existing clients the extra value they seek in these very challenging times. The offer is open until 12th February 2010 so there is still time to book your team event.

David Norton Photography Returns to High Trenhouse

For the second year in succession renowned landscape and travel photographer David Norton ran a weekend photographic workshop based at High Trenhouse at the end of October. Read the full write up on the Blog..



"This is a perfect place for constructive management meetings and the service and back up is second to none"
Participant with Raworths Solicitors

Deck The Halls!

It will not have escaped your notice that the festive season is upon us. At High Trenhouse, the Christmas tree adorns the dining room, the decorations are up and preparation is well under way for our second season of Christmas parties.

It may be too late for you to book this year, but there's always 2010!



Learning to learn

We think we learn from experience but it happens only if we know how to learn. We often get excited by experience but fail to learn because learning has to be an intentional process. Often, by finding fault, laying blame or explaining why things went wrong (pick up any newspaper and you will find examples) we abolish the impact and lessons are not learned. How can we [learn how to learn from experience?](#)



Free Consultation

Why do change initiatives too often fail? Managing change is a complex undertaking rooted in the people and what they can personally commit to. [Find out whether we can help you to succeed.](#)



Serious Play

What is serious play and why does it help with strategy? In his article, originally published in Business Executive Magazine, John Varney explores this topic, shining a little light on processes that help leadership teams meet modern organisational challenges - see [articles page](#) for link

Feedback for Change Teams

As an aspect of his doctoral research, our colleague, Howard Adams, is offering feedback to change teams who participate. He is exploring how team effectiveness is affected by team leadership behaviours and how personal values affect the types of leadership behaviours used by the team. These are clearly important factors and anything that shines light on the issues would no doubt be useful. If you are interested, visit the [cmc blog](#) for more details.

Competing with Carbon

Whatever the cause of climate change there is no doubt that we will have to change our behaviours, personally and corporately. When change is afoot, there are competitive gains to be made for being ahead of the game. Whatever happens in Copenhagen, it is what we and our client organisations can do that will make the difference. We will be delighted to help you [think through the opportunities presented by your carbon reduction imperative.](#)



Newsletter December 2009

CMC High Trenhouse Malham Moor SETTLE North Yorkshire BD24 9PR tel: 01729 830322



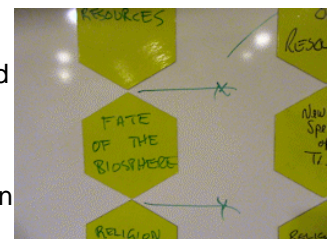
Thinking Big at Forest School

The Forest School, Wokingham, at the centre of Berkshires Enterprise Learning Partnership (ELP), is making good use of a new ThinkingWall installation in their Enterprise Hub. Students are really enjoying the facility to work collaboratively and cross-present their learning visually. See [new case study](#) in the LVT Knowledgebase for examples of the kinds of lessons they are using the Thinking Wall for. For details and further examples of recent projects, see [thinkingwall.com](#).



Best Practice with LVT

A small but highly empowered group of LVT Practitioners convened for the Best Practice workshop on 2 December. What was really striking was the mutual appreciation of what each shared from their own experience using LVT to solve real problems for real clients in richly diverse contexts. Do take a look at, and comment on, Anthony Blake's [report on Best Practice](#).



LVT Facilitation getting greener

Sure, our Post-it and alternatively sourced Hexagon stickies are made of paper from sustainable sources and are 100% recyclable, but MagNotes do a better job and last for ages! Nevertheless we are in the process of re-developing them using recycled board instead of the plastics currently used. Visit the [LVT shop](#)



LVT at Head Teachers conference

John McKellar will introduce LVT in a workshop session at a CfBT conference in Eastbourne, January 2010. The event is for Head Teachers from Primary and Special Needs schools. John runs sessions on LVT and other active learning strategies in Primary schools. Steve Padget runs similar sessions in secondary schools. [Contact us](#) if you would like more information.