



Future Works GAZETTE

Creating Greater Tomorrows...Today™

Karen Sands, MCC
Master Coach,
Futurist &
Strategist

Making
Futures
Great™



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April, 2009

Vol.V, Issue 04
Published Monthly

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Rock On To Your Greater FutureSM Easy Principles for Living in Your GrooveSM

April, 2009 Principle
Thought Is Creative

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A Note From Karen

Going Green

It's tax time. Like the changing seasons here, this tax season is a bit chilling for all of us. Each of knows someone, maybe intimately, who has lost a job or whose book of business is under siege... everywhere we hunker down...as if asleep waiting for the big thaw.

Whether you celebrate Easter or Passover, the teachings of rebirth and the trials of regaining our freedom remind me that this month is nature's call to spring forward and reinvent again. This is true from how we consume to how we relate to each other to how we source our personal economic futures. [More...](#)

FEATURE

Stars Shattered and Dreams Shattered

*Be careful what you wish for,
'Cause you just might get it all.
You just might get it all,
And then some you don't want.
Be careful what you wish for,
'Cause you just might get it all.
You just might get it all, yeah.*

~Chris Daughtry, "Home" from the
debut album "Daughtry"

"Oh my Gawd! This is Terrible! Part of me is devastated. Part of me is jumping for joy, saying "Oh good!" But how do I deal with suddenly being out of work after 31 years in one place?"

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F*R*E*E* Every Tuesday
Starts Sept 15, 2009

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We can do it again!

2009 Theme:
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**BEST KEPT
SECRETS...**
FIND OUT HOW!

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It's no surprise we never thought it would happen to us. But times are a changin'. We are all being forced to go back to the drawing board, asking all over again: Who am I? Where do I fit in and will anyone hire me? [More...](#)

Karen Recommends

A dear client of mine sent me a link to this Utube video with this testimonial: *This video gave me just a great burst of inspiration. It's so awesome to see that you can still do something and change your life around in midlife.*

If you aren't one of the 5 million hits on Susan Boyle's debut on *Britains Have Talent*, then you are in for a rare treat and a paradigm cracking wake up call. Love to hear your reaction! Here's the link <http://www.youtube.com/watch?v=9lp0IWv8QZY>

PS What a treat. Susan Boyle has found her way into the NYT!

A film not to miss is *Elegy* with Ben Kingsley and the boomer man himself, Dennis Hopper.

Tools, Tips & How-To's

Ameriprise's boomer-hip spokesman, Dennis Hopper implores us from our T.V. screens, "C'mon, YOU need a plan!"


Before we can make an actionable plan, we need to know what we *want* as our intended outcome. Plus we have to make an up-to-date assessment of our current reality. Otherwise devising a plan is a wasted effort. What's the value of a plan if we don't like where we are headed in the first place. [More...](#)

Widening The Circle

When you look forward to the unfolding of 2009, are you able to say that you will use this recession to your advantage? What are you doing to make your future rock?

[Please share your responses.](#)

To provide us with an opportunity to really address important issues that we are all facing, your input on what is relevant and timely matters. If you'd like to engage in this dialogue please email me with topics or

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questions you'd like addressed.

I also invite you to get some "real time" with me and your elite cohorts on one of my complimentary teleseminars and upcoming weekly [Future Works® Network Member Meetings](#).

Are YOU a Change Agent?

Innovation is the hallmark of our generation. We are called to be *Masters of ReinventionSM* in creating today's new paradigm.

Future Works Institute is researching the critical strategies for catalyzing change and welcomes your stories and strategies for creating positive futures.

Go to the [Research Info](#) page.



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Whether you celebrate Easter or Passover, the teachings of rebirth and the trials of regaining our freedom remind me that this month is nature's call to spring forward and reinvent again. This is true from how we consume to how we relate to each other to how we source our personal economic futures.

Now is not the time to fall into our negative thoughts and obsessive worrying. Please don't get stuck frozen in time...instead use this time to your advantage. Using the metaphors handed down to us, let's use these times to reset the clock, rewind the film and restart our engines.

Rebirthing is never simple or easy. In fact, it can be pretty unclear and murky at times. Even downright messy and confronting. Right now we are in one of those darker in-between times.

Quantum physics has shown us that thought is pure energy in motion. Like all matter, our thoughts can create our reality...even our future. Much like the vibration of a butterfly's flapping wings are capable of causing weather changes around the globe, our internal imaginings and very thoughts impact our present and future reality. Thoughts are energy in motion, sending vibrations out into the ethers...in some ways like emails being thought packets sent into cyberspace. Our thoughts "manifest" or solidify into matter. So if you don't have a clue where you are headed, you might not like where you are sure to end up.

We all get "wild cards" that throw us off our game, so whether you are 45 and fired, heading towards 55 and working harder than ever or in your 60's and still at the helm holding things together with spit and gumption, just remember that the most beneficial transformation is always preceded by a triggering event...whether it's self imposed or out of our control-- or both for some of us.

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The surest way to create your *What's Next* is to use this time wisely. Please don't go to sleep at the wheel or bury yourself in status quo, or you'll find yourself waking up like Rumpelstiltskin wondering what happened to the rest of your life.

So I've got to ask you: **Why waste a perfectly useful recession?**

Or as my beloved Marion Woodman always says, "Matter is Mater". Mater meaning Mother...Mother Earth... grounded in the physical yet intimately connected to the transpersonal. This is where we all find our answers. We can pile up assessments, read a library full of books, craft a winning resume, but what matters most in midlife and mid- and later career is that we get in sync with our inner nature and changing seasons.

I just walked around our place here in the Connecticut hills: The spring soft muddy ground under my feet feels so good. I hear returning bluebirds as my senses fill with the yellow of newly budding forsythia. I'm comforted by with the sounds of the waterfalls -- taking me out of my head and back into my body... to my Source—allowing me to bring spirit into matter... reconnecting me with my thawing Soul. It is in this place where we find the answers we seek. This refuge of the Self is where we bring our imaginings into reality and glimmering hope **can** turn into real promise, as President Obama reminds us.

True to the essence of these holidays and the coming of spring, let's go back to what is essential to us... ..and bring forth a new present and a future that matters.

Here's to bringing in a lush Springtime together!



Karen Sands, MCC
Making Futures GreatSM

P.S. Due to changes in my speaking schedule, I will be launching the Future Works® Network's fr*e*e weekly member meetings this autumn on September 15. It will be a great time to discover how to reinvent you, your career and/or your business during this recession. Watch your inbox for details as fall approaches.

P.S. Please visit my re-launched website to explore what's new for YOU at FutureWorksInstitute.com

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Feature

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It's no surprise we never thought it would happen to us. But times are a changin'. We are all being forced to go back to the drawing board, asking over again: Who am I? Where do I fit in and will anyone hire me?

It's not easy in mid or later career, much less in full retirement to circle back. Even if you already "retired retirement", you may be reconsidering staying on the sidelines.

No matter what your age or stage, career change will raise your anxiety in direct proportion to the stakes. Don't be surprised if you find yourself dealing with a whole lot of upheaval on every front.

I just read these survey findings by Adecco USA, a staffing agency:

One in five U.S. workers says the recession is affecting their emotional health as they battle anxiety and fear over the potential loss of their jobs. Let's add in the same for all of us who face sleepless nights wondering how to keep our doors open or lead our firm in these times.

Retiring Retirement: You've Got to Be Kidding!

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Our dreams of “doing it my way” or retiring early to pursue another career with greater meaning and freedom is fading in the minds and hearts of many of us.

Unlike our rebound after the stock-market bust of 2000 and the last recession in 2001, we may not recover fast enough to regain our remembered bull market highs. For some of us, it may not come soon enough to re-secure our financial footing. A very small percentage of us are still “sure” we’ll be fine financially when its time to call it quits. No one can afford to go unconscious.

Recent headlines support our worst fears: **Among those out of work, those over 45 are taking longer to find a new position than those under 45.**

Facts are facts. But incessant talk of the bad economy is a self- fulfilling prophesy. Like a viral worm these negative thought packets devour our sense of the future and screw up our perspective. Surrounded by all this negativity, we can’t help but be affected. It doesn’t stop with just us, it’s just as true for our customers and co-workers whose conditioned reflex will be to hunker down, cut back and not take risks.

Wailing “mea culpa” or responding like a deer in headlights is not acceptable. Please don’t get caught up in the gloom and doom and give up. We can transform gold from the dross of this recession.

Not to Worry... The Grey Ceiling is now in vogue!

One of the ways we can thrive in a down market is to learn how to be an *Everyday FuturistSM*.

What is an *Everyday FuturistSM*? It’s a term I coined that refers to a person who learns to read the future – not by reading tea leaves—but by studying trends, crafting possible scenarios and responses to them.

I believe learning to be an *Everyday FuturistSM* is the “X” factor that creates sustainable success. Without honing the futurist skill set, it is impossible to make sense of what is happening around us much less come up with strategies that respond to the changing marketplace whether you are seeking to change companies or industries or switch careers. In fact, it is what will make the difference between going nowhere or capturing more market share...whether it’s in the resume email overload in H.R. inboxes or about developing yourself as a trustworthy advisor or visionary leader.

We believe it’s essential to plot societal shifts in order to develop big brand ideas... Trendspotting allows us to tune into the zeitgeist, discover how seemingly disconnected details are connected and figure out how the mood of the moment is affecting people’s lives. Without this bigger picture, we run the risk of creating irrelevant and ineffective communications.

~Ann Mack - Director of Trendspotting/ JWalter Thompson



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You can start by paying attention to key trends and preparing yourself for what's ahead.

The Hottest Topic Worrying Leaders Today: Graying of Business

Top Talent Shortage. Brain drain. Leadership needed. Succession planning non-existent or insufficient.

Reality Byte:

43% of current workers will become eligible for retirement within 10 years. ~ Human Resource Institute, '03. Countdown: 4 down only 6 years left to go. But Boomers today are in no hurry to leave.

Worker skill shortage.

It's only getting worse. Experienced Boomers please apply.

The demographics are now shifting in our favor. Since the turn of the millenium there have been increasing calls to prepare for the coming workforce shortage. One of the best treatments on this topic, *Workforce 2000* and its sequel, *Workforce2020*, was produced by the well-regarded Hudson Institute, a Washington D.C. based policy research center and think-tank.

In the good times, very few of us paid attention. Others like myself did what we could to prepare for the eventual roiling impact on our workforce and economy as the earliest Boomers confronted midlife malaise or sought more meaning in their life and work as they headed towards 60. And then, it all came tumbling down.

Reality Byte:

Only 15% of the executives surveyed by McKinsey & Co said improving the talent pool was a top priority, even though 75% of those same executives said that "a chronic shortage of talent" was one of the constraints on their company's growth.

A truth I learned a long time ago is that our "emergence comes out of emergency". That's true of everyone and everything. Think about it, when have you grown the most? When has your career or business taken its greatest leaps forward?

There's a bit of lag time operative here.

In the 1970's, the glass ceiling defined my younger tour de force in the hallowed halls of corporate America. Decades later it became the dreaded "grey ceiling". If you were over 40 you were over the hill. Your career was up for grabs because it was far cheaper to hire younger employees than pay for "knowledge workers." What has long infuriated and astonished me is that this has been the prevailing belief espoused

from folks at the helm who are no longer 40. Until now...

While in fact approximately 90% of all our leaders are 40 plus.

There is a shift occurring: More and more of us are staying in the workplace either because we love to work or more recently, because we *need* to. But once we are on the other side of this severe downturn, more of us will find ourselves valued once more.

A recent Ernst & Young survey discovered that nearly 40% of employers noted that their number one concern for the next five years will be a shortage of workers as a result of retirement and the shift in workforce demographics.

Dennis Hopper to the rescue! Ameriprise's T. V. ad campaign features Dennis espousing the new Boomer mantra that the new 60 is the old 30! In many ways he's right. Although my body aches when I wake up in the morning, I have more zest for life and I'm more in the swing of what's happening than folks my age just a generation ago. What once was viewed as the peak of a mid-career at 40 is now age 60!

We invented "cool" and "hip." I doubt we'll let them go.

Why waste a perfectly useful Recession?

"This time, like all times, is a very good one, if we but know what to do with it."

~Ralph Waldo Emerson

Long ago alchemists and modern day physicists alike appeared to support the teachings of **the power of positive thought** or **think and grow rich** teachings. Those of us who convened for the Harmonic Convergence, learned to ohm and have seen the benefits of visioning, know that we can affect our reality by adjusting our inner thoughts and how we envision our world.

Everything is energy at its most fundamental level. Matter is energy moving at slower speeds. Our reality is malleable and made up of quantum wave-like particles of energy that respond to our very thoughts.

So whether you are a staunch follower of Napoleon Hill's *Think and Grow Rich*, a fan of Bellaruth Naparstek's pre-surgery visualizations or Carolyn Conger's guided imagery recordings for healing, or someone just beginning to explore the world of the unconscious and modern day alchemy, these current in-between times can provide you with a laboratory to experiment with truly creating your future, image by image.

I've always believed that we have this power within to create our outer reality. Of course in hard times, all of us tend to go back to our reptilian brain modes of behavior and we forget the power we have within to alter our reality... our future.

Over the years, I've worked with many executives and professionals to envision to the point that their imagined reality becomes the real deal. This has worked for preparing for major presentations, auditioning for a major part as well as securing a desired position and to signing contracts or healing from within.

No matter how long I do this work or with whom, it always comes down to the same thing: First and foremost you've got to know what you want. Then the fun begins.

For starters here's what you can do:

*SEE yourself in a future you want for yourself.

*KNOW that the tide is turning ...Boomers *will be* in demand again.

Everything changes. How we work change or flow with it will make the difference between a soft landing or a slide on the slippery slopes of midlife in the midst of a global restructuring.

Time to Reinvent
Time to Rally
Time to Come back

~ Current GM TV spot: GM T.V. Spot 040109



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Making Futures GreatSM

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Especially these days when those "wild cards" come flying out of nowhere, most of us don't have a clue what we want or our vision is very foggy and conflicted.

Even the most even-keeled among us are incredibly stressed out these days so first let's get ourselves quiet and centered before we go plunging into the depths of our unconscious to discover what we want.

We all know about centering, but most of us forget to do so when we are in the heat of life. Here's a few exercises to get you back in touch with your inner world when you need to the most.

A recession is a perfect time to get back in touch...tap into your own greatness, so you are ready to rock 'n roll when the numbers game changes!

Note: I've given you three tools to work with. You don't have to do all three at once....or you can when you feel you have the time and the commitment available. You can mix and match but please always start with the first...or something similar that always works for you to get down deep into your inner stillpoint.

These are not light weight exercises, so be sure if you do them, you have some time to "recover." After adjusting back to earth time, you will find that you will be charged up rather than losing it.

Exercise #1:

Let's get started with some centering and focusing:

1. Be sure to close your office door or find a quiet spot. Give yourself

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the private time to reflect. Find a comfortable place to sit with your feet on the ground and hands in your lap. Make sure to keep a pad and pen next to you for journaling and responding to questions that will follow these exercises.

2. If you're comfortable to do so, close your eyes and notice your breathing. Don't change your breath, just observe its flow in
3. Shift your focus away from your mind to the area around your heart.
4. Imagine yourself breathing through your heart. It may help to put your hand on your heart.
5. Keep your focus there for ten seconds or more.

(Note: Remember you can always stop here and use this as a "Just in Time" recharge. Or combine this with one or both of the following exercises for more in-depth exploration and discovery.)

Exercise #2:

Take a few minutes in stillness to reflect on everything you are grateful for. You can say this out loud or better yet, write it down.

Exercise #3:

For this exercise please center again. Make sure you won't be interrupted. Put out your "Do Not Disturb" sign

1. Select some challenge you are facing or question you have today. I suggest you select something simple and near-time achievable for your first go at this process. You can always go on to bigger concerns once you get the hang of this. If you are an old pro, then please do it your way.
2. Take a few more relaxing breaths. It's important to remember to breathe. We all forget at times.
3. Uncross your hands and/or feet and sink down and in.
4. Now focus your conscious mind on whatever you've selected.
5. Notice every aspect about what you've selected to work with.
6. What outcome do you want? See this in your own inner mind. Be really detailed. Experience this as if it is already true.
7. If you don't know your intended outcome, then concentrate on getting a clear intention of what it would be if you knew.
8. Take a few more breaths.
9. Now, ask your inner knowing for a symbol which will give you a new perspective on your chosen challenge or question for today. Please remember your symbol...it may come as a shape or an animal or letter...or anything your unconscious can use to communicate with you.
10. When you are ready, come back slowly, hearing the sounds around you and feeling your feet are connected to the ground beneath them. Return to your space slowly.
11. Sit for a bit. Then grab your notebook and write down every detail and aha! Before you forget them, like a dream lost upon waking.
12. You may find you have a take on things – seeing things more clearly, noticing details or connections you hadn't been aware of before. Don't make any hasty changes.
13. Please use your symbol as your personal amulet for this



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challenge or question until answers reveal themselves and you find resolution or satisfactory solutions.

14. You can return to this exercise anytime and for any situation or question. Just remember to focus in on a manageable aspect so you can effect change and create your reality...now and in y(our) future.



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