



Future Works GAZETTE

Making Futures GreatSM

Karen Sands, MCC
Your Ultimate Guide
to the FutureSM



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Rock On To Your Greater Future *Easy Principles for Living in Your Groove*SM

October/November, 2009 Principle
Stay Awake, Alert & Aware

Experience has shown me that what keeps us on the road to great futures, personally and professionally, is to have a set of core tenets that guide us even when the going gets rough. Each month's issue of the Gazette is focused on one of these principles.

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A Note From Karen

I've been ruminating about "Tribe" and how it plays into success and our future-making. Finding ourselves enmeshed in John Naisbitt's once futuristic "high tech, low touch" world, social networks and "tribe" are becoming sought after respites for our connection-hungry souls.

To my great joy I've been admitted to a new tribe, the [Association of Professional Futurists](#). It's quite an honor I relish. Based on the members I've met so far, this is one tribe I'm putting down deep roots with for the long haul. [More...](#)

FEATURE

*Time it was and what a time it was it was,
A time of innocence a time of confidences.*

*Long ago it must be, I have a photograph
Preserve your memories, they're all that's left you...*

~Simon & Garfunkel
Book Ends

I attended my first ever High School reunion—decades post graduation! I didn't know why I was going *this* time. Some part of me wanted to go "back to the future". The prospect of sharing our stories and our dreams

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2010 Theme:
Reinvention for the

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It wasn't easy to match vague teenage memories to now adult faces. Nametags helped find old confidantes -- most now had more than one last name. No time for deep or earth-shattering conversations. No past loves sweeping me off my feet. Just warm confirmation that we are still standing after all this time. We reached across time, joyfully returning to yesteryear's fold...dipping in to re-source for the journey ahead. [More...](#)

Karen Recommends

Last week I bought several "alcohol-free" hand sanitizers.

I was preparing for our upcoming get-away to Playa del Carmen, Mexico. Only to read later that to be effective the minimum alcohol content is 60%. [More...](#)

Tools, Tips & How-To's

Be Prepared...

Before the high energy of the holidays takes over [More...](#)

Widening The Circle

When you look forward to the unfolding of the last months of 2009, are you able to say that you will use this recovery 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 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 limited time offer, [ROCK ON teleclass](#) and our upcoming weekly, [Future Works® Network Member Meetings](#), launching January 12th, 2010.

Are YOU A Change Agent?

Innovation is the hallmark of our generation. We are called to be **Masters of ReinventionSM** and **Everyday FuturistsSM** 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 to find out more.](#)

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To my great joy I've been admitted to a new tribe, the [Association of Professional Futurists](#). Based on the members I've met so far, this is one tribe I'm putting down deep roots with for the long haul.

As a colleague encouraged me the other day, "You live in the future. It's your responsibility to join others who do too, so you can usher all of us into the future we dream of." At last, I've found my professional tribe.

Best of all, my home-based tribe got bigger by one with the arrival of our first granddaughter, Arielle. While she coos, her almost 2yr old brother and I are discovering magic together: we shout to the wind and discover spiders and slugs in their secret dens...I never realized what a grand time being a "Grammy" can be. It's awesome.

Here in the States, our Thanksgiving holiday is just what we need right now. Coming together to give thanks will fill our hearts and feed our Souls. Re-collecting with those we care the most about — both past and future — will bring us back to what matters most. School reunions and holiday dinners have a lot in common: both allow us to reclaim our past and usher in tomorrow with appreciation and gratitude.

As we gather together for this holiday season, my wish for you and yours... and mine... is to laugh like nobody is listening, love like there is no tomorrow and celebrate life to its fullest.

May you leave footsteps in the sands of time,



Karen Sands, MCC
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[P.S. I'd love to know your thoughts on "tribes" and your memorable](#)

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Every time I've moved on, I've left my past behind. For the most part I've been the one to ride off into the uncertain future on my own steed. Now I get to go back and pick up the threads to weave my life tapestry together.

*I'm still standing yeah yeah yeah
I'm still standing yeah yeah yeah*

~Elton John
I'm Still Standing

Dropping back into our sweet past gives me pause. Revisiting my adolescent "tribe" is an unexpected wake up call. Riveting and propelling at the same time. I am reminded that we can't afford to ignore the future.

Time keeps on slippin', slippin', slippin' into the future...

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2010 Theme:
Reinvention for the

Time is elusive. Our definition of success has changed. We yearn for more meaning in our work and lives. What matters most resides in our tribal connections. In John Denver’s words, “It’s all about you and me, together.”

My reunion confronted me with a raw reality: “WE” are no longer in the dugout or sitting in the bleachers cheering from a safe distance. It is we who are now up to bat. We have become the “deciders” of the future we live and leave behind.

What drives me in my work is knowing that most of us are not equipped to respond to the quicksilver changes ahead. Do you and I have what it takes so we aren’t left in the past holding on to what was and unsure of what is?

Some tribes come and go. If you’ve ever moved from one school district to another or from one company to another, been divorced or moved around the world leaving friends you thought you’d have forever, you know exactly what I mean. Other tribes last a lifetime. But they are harder to find and sustain. Some like my high school graduating class serve as a mirror of where we’ve been.

Over the years I’ve been in and out of lots of “tribes”. Thankfully I’ve become more discerning and faster at sorting out the keepers. Or perhaps just too impatient to stick around when it’s not quite a “fit”.

Recently I did a U-turn from a nascent professional trade association when it became clear that the rules of engagement were still stuck in the prevailing old paradigm of ‘power over’ rather than ‘power with’. It sure is true that actions speak louder than words!

The good news is I’ve honed my inner tuning fork so it resounds as I approach a new tribe – either it alerts me to imminent danger or sounds an ‘all clear’ when its safe for me to venture forward. I’ve become so self-caring that I know when to move on from tribes I’ve out grown.

I hear similar tales from clients and colleagues. A mid-fifties top entertainment lawyer new to country life finds small town politics far more treacherous than anything he’d faced in big city deal making. A 40 yr old corporate hot shot cringes when she speaks of her long time company tribe. Fed up with meaningless and ineffective change efforts, soured by friendships evaporating over promotions and deal making, and beaten down by tokenism to the max, she’s ready to move on.

Ever so carefully we’ve redrafted their criteria for tribal membership. Now they venture forth highly selective, equipped to navigate what’s ahead. This time a new tribe will be a match made-in-heaven!

Can you say the same?



Karen Sands, MCC

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P.S. I'd love to know your thoughts on "tribes" and your memorable reunion or holiday experiences.

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Karen Recommends

URGENT: Seasonal Flu & H1N1 "News Flash"

Last week I bought several "alcohol-free" hand sanitizers.

I was preparing for our upcoming get-away to Playa del Carmen, Mexico. Only to read later that to be effective the minimum alcohol content is 60%. So re-read your labels. [Burt's Bee's](#) makes a 62% version that does not dry out my hands.

Also, a nurse shared "insider information" paraphrased from a memo distributed to health care providers:

Everyday use a saline solution, (e.g., a Nettie Pot,) in the am and pm. In between use a saline nose spray frequently. She does the same for her kids, using q-tips and saline sprays for kids. News to me she said make sure to tilt the spray up, back, down and to the sides...most of us only shoot straight up.

Of course wash frequently. And when you wash, always use soap & warm water...wash under you nails and on the back of your wrists. Don't forget your wedding band, it's a bacteria-catcher.

REPEAT: Everyday someone new offers the only guide to using social media. But there's just one guy that brings it within reach without your having a PhD in webspeak. Please check out Joel Comm's newest book entitled, "[Twitter Power](#)".

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Tools, Tips & How-To's

TIP: Be Prepared...

Before the high energy of the holidays takes over... Please carve out some time to come up with what your intention is for your holiday events and gatherings. Make it a family conversation. If you are so moved, script out a holiday ritual you'd like to share with your guests. It maybe something very simple: You ask everyone to put their hands uncrossed over their heart, take a few deep relaxing breaths, then ask everyone to take a few minutes of silence together to give thanks. Or, you may prefer as I do to be more interactive. I'm so nosy I want to hear from everyone. If I have my way then I always start with the same question of each of us, "What are we most thankful for this year?" Some times it's a very simple prayer time with my husband Mark, other times its high ktich. However its staged, it's a great way to instantly and deeply bring everyone to the table.

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