

Working together

Help me understand. I was recently asked to submit a proposal for a new client to help their employees deal with change from a personal perspective.

Great, I thought. Years ago I read an excellent book on this very subject, dealing with change from both an organizational and personal viewpoint.

I quickly did an internet search to see if there was an off the shelf program based on this material and luckily there was. I found an (expensive) certification program, however I couldn't make the dates of the train the trainer program.

Now, here's where I got confused. I contacted the organization to see if they could provide me with an individual tutorial where I could learn the material and willingly pay the full fee. This would allow me to use their program in the timeframe needed.

And they said no. My contact basically stated that, as a consultant, I was a competitor and that they didn't normally certify 3rd parties like myself.

But, I explained to him, I could have signed up via the open enrollment program. Yes, he responded, you could have "snuck in" (his actual words).

"So let me understand," I replied. "You are not willing to accept my money, to train me so that I can buy your materials to use with a new client that you would not otherwise be working with and that could potentially lead to more opportunities for both of us?"

At this point, I think he was beginning to get embarrassed at the silliness of the situation. He tried getting permission from two Vice Presidents but was unable to do so. He sheepishly suggested I buy the book and create my own program.

Which I will. I'll partner with a collaborative, talented consultant I know and we'll give it a try.

Perhaps I should send this fellow a book on having an abundance mentality. That would be a change.