
AFCIPS Introduction

Awareness – ability to read people and situations/to see the big picture but also be aware of – and sensitive to – small details. Example.

Includes **self-awareness** – recognising our own beliefs/values/convictions and how they shape the way we see the world. Understanding how our words and actions are received by others. Do we see/hear what they see/hear?

Focus – ability to sift/distil from the blizzard of information, cacophony of noise that surrounds us. Identifying what really matters, what is most important and protecting it. Not getting caught up shovelling chicken shit.

Energy/ideas/motivation all flow from **Awareness/Focus** and fuel **Creativity**.

Creativity – finding new solutions to entrenched issues/problems. **Creativity** and **Courage** go hand in hand. Nothing harder than creating a vision and realising it. "Vision without action is a daydream. Action without vision is a nightmare."

Norman's vision of a values-based leadership centre on Skye – and placing it in the far north of Skye in Staffin – raised eyebrows in the 1990s. But anyone who has visited it will testify that it was an inspired choice. Realising a vision is not without risk.

Integrity – a more personal quality – keeping your word on the small things as well as the big things. **Relationships develop at the speed of trust**. Reputation for integrity takes time but creates a reservoir of **Trust** that leads to **Commitment** and the **Energy** that make things happen. It creates a cultural norm.

Perseverance – dealing with setbacks, negativity, adversity. After the meeting on 9 June 1997 that agreed to build the Staffin Centre, Norman Drummond (ND) heard a voice that had been totally supportive at the meeting say: "Nobody has ever raised £1 million for a building in Staffin." Worse was to follow. With the building well up, the builders went bust – Norman and Elizabeth Drummond had to re-finance the whole project at huge financial and emotional cost. Without Norman and Elizabeth's perseverance there would be no Columba 1400 and we wouldn't be meeting here today.

These five values came with the first CEO of Columba1400, a young Canadian, Ian Chisolm. Norman accepted them but paused and said: "But there's one missing: **Service**. All your five values culminate in **Service**."

Service – believing that what we do is meaningful, has purpose, has a positive impact on individuals/families/communities. Involves working tirelessly for the common good.

AFCIPS is not just linear. A commitment to Service widens Awareness, sharpens Focus, fuels Creativity, embeds Integrity and Perseverance – all drives a commitment to Service.

"Our task is not to put the greatness back into humanity but to elicit it, for the greatness is there already." John Buchan



AFCIPS is not intended to be a ‘takeaway’ but you are welcome to use it if you so wish. It does, however, provide a framework for us to explore personal/professional values. AFCIPS will run vertically through our time online and at the residential, sometimes visibly, at other times in the background. Used by every Columba group – regardless of age – from 2000 to today...