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FOR IMMEDIATE RELEASE

NCCI MEMBER'S BOOK ON STAYING HEALTHY ON AMAZON.COM

NCCI member Kathleen A. Paris's book *Staying Healthy in Sick Organizations: The Clover Practice™* is on Amazon.com. In the past, Kathleen has contributed studies and articles to NCCI on strategic planning in higher education, but this book, she says, is for anyone who works for a paycheck.

The Clover Practice™ offers less stress and more peace of mind at the end of the work day. The practice comes from Paris's 20-plus years as a management consultant and, like a clover, consists of three principles:

Tell the Truth, Always  
Speak for Yourself  
Declare Your Interdependence

All three of these principles are simple, but not easy to live. Paris says. "If peace of mind is the aim, we need to be truthful even when it's not convenient and even when we don't look too good. White lies even compromise our integrity and the degree to which others trust us. This doesn't mean we say everything that comes to mind. We don't have to share our opinions on everything. They are just our opinions, after all, and not eternal truths."

Paris says that talking to others about how things look from your perspective using concrete language about what you have observed and experienced is a much better way to be heard than telling people they are careless, uncooperative, clueless, unprofessional, incompetent, too picky, etc. "If you make it clear that you are speaking for yourself and are willing to entertain other views, you are more likely to be heard. In any work situation, there are as many 'truths' as people in the room," says Paris.

Declare your interdependence is the third leaf of The Clover Practice™. Paris says this is a hard sell in a country that celebrates its independence every Fourth of July. "Our personal success at work depends on other people in the same organization being successful. No one succeeds alone even if they think they do. Organizations aren't machines, they are living fabrics. What happens in one part of the organization affects many other parts of the organization. It is difficult for us to see how what we do affects others in ways we would never dream of. It is also difficult for us to see how we have a hand in creating our own problems. When we wake up and see these connections more clearly, we can choose different behaviors which can ultimately mean less conflict and stress and more peace of mind for us."

Paris compares organizations to the human body. She asserts that just like people when they are sick, many organizations are tired, sluggish, have compromised immune systems and are not as productive as they could be. "Modern organizations are plagued by three culprits: obsolete

*New Book Guides Better Working Environment in Sick Organizations*

hierarchical, patriarchal command and control structures and methods; too many people without adequate management preparation or motives, and willingness to cling to illusions. These same factors that give organizations their ailments, create stress and sometimes quite toxic work environments for their employees.”

“Some organizations just have sniffles, but some are so pathological, anyone who wants to be emotionally healthy has to get out. Most people have more career choices than they think they have.” Paris also encourages readers to do their “grown up” homework. “Some of the behaviors we learned as children coping with family situations may not serve as well as working adults. She provides a series of questions to help get that homework started.

*Staying Healthy in Sick Organizations: The Clover Practice*<sup>™</sup> may be ordered from Amazon.com (\$15.99).