

FOR IMMEDIATE RELEASE

# Working as One

**I** The latest research suggests that while two heads are better than one, three or more are even better.

According to a study published in the April issue of the *Journal of Personality and Social Psychology* (Vol. 90, No. 4), groups of three, four or five came up with more efficient solutions to a math-based problem than even the best individuals working alone.

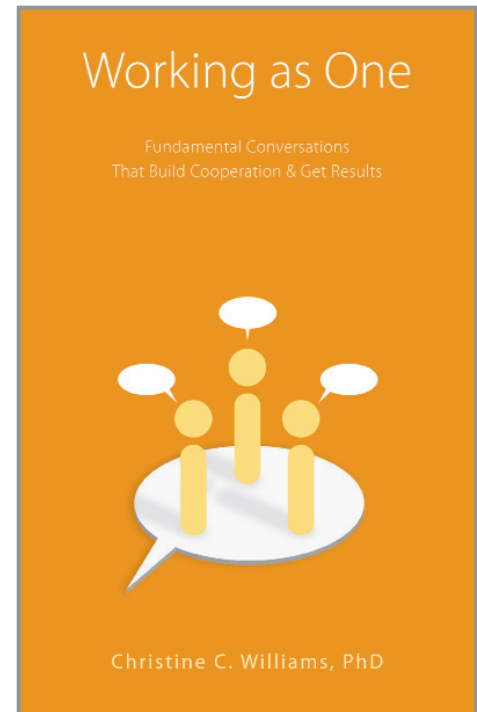
So, if the world's smartest person *can't* solve what a group of average people working together *can*, the question becomes: How do you get them to work together well enough to solve the problem? Author Christine C. Williams, Ph.D., thinks she has the answer: Get them talking.

In her new book, *Working as One*, Dr. Williams says the best way to promote “we” rather than “me” thinking in the workplace is through the use of effective conversation. According to the 25-year veteran facilitator, the goal is for those who work together to act as a system, with each part providing a valuable contribution to the whole.

“Being consciously present during a conversation creates a space for creative thinking and problem solving that’s really quite magical.”

*Working as One* lays out the fundamental tools needed to create this kind of workplace magic through seven fundamental conversations, a conversation cycle - that can be used between two people or 200 - and four guidelines that act as a roadmap to conversational success.

By providing a straightforward framework with over 60 examples, set in a variety of work settings, the book empowers readers to quickly take what they have learned and successfully apply it to the workplace.



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