



**The Spirit of the
Dolphin**

Lessons for the Workplace

Introduction

In 1996 I attended the ASTD convention in Orlando with two work colleagues. During our stay we visited the local Sea World. There I witnessed for the first time the power of the dolphin over people. Not only were these colleagues fascinated and involved with the dolphins, I discovered one even had a tiny tattoo of a dolphin on her body!

I have always known the dolphin was remarkable for its intelligence. What now dawned on me more clearly than ever before was the warmth most humans have for this fascinating sea creature.

Jumping forward in time, in 2000 I finally secured rights to release a short video called “Lessons from Geese”. This powerful and beautiful video used superb footage of geese in flight with long established lessons about their teamwork to help us, as humans, learn some essentials on great teamwork.

This rekindled my thoughts of the dolphin. I started to imagine how I could take the dolphin and share some of its more powerful behaviors with audiences in organizations everywhere.

One of those 1996 colleagues, and now a good friend, is today a happy mother who still occasionally trains. I said to her, “How about you research this. I have no time. Go to the library and on the net and find out all you can about the behaviors of dolphins. Look for how we could be better at work if we practiced some of those behaviors.” I had no idea what she would find. After a few weeks, we met and I was presented with a list of 9 key traits we could have studied. From that came the five you now see in the finished film, “The Spirit of the Dolphin: Lessons for the Workplace”.

Once we had content researched and agreed we took six months developing the words you see on screen and reviewing hours of dolphin film footage. In the end, two great footage libraries have provided us with the beautiful film that now illustrates our points, often subtly, but always splendidly.

The 200 words in the film continued to change and be refined right up to the last seconds. We strived to get just the right messages across.

There is a lot of information packed in a short video. This Guide gives you a comprehensive session outline that allows those messages to sink in thoroughly. It sees your audience view them three times and work with them in depth over a short 2 and a ½ hour session.

For those who just want to show a short video as part of their own session designs, we’ve still made that easy...just play the video from the beginning and stop at the credits. The training workshop video elements begin after that. We have designed the package to meet everyone’s needs!

I hope you enjoy “The Spirit of the Dolphin: Lessons for the Workplace” and that it helps you generate a reinvigorated spirit in your team...and delivers some key lessons for your workplace.

John Davies
April 2002

A Word about Spirit

In the earlier Saatchi and Saatchi film from Training Point.Net, “Lessons from Geese”, we experience some strongly fact based messages about teamwork. We get concrete lessons about how Geese work as a team for greater success and longevity. Strong stuff.

In our new video, “The Spirit of the Dolphin: Lessons for the Workplace” we move to a higher plane. Look at the definitions of the word spirit taken from the Lycos on-line dictionary

- **noun:** a **fundamental** emotional and **activating** principle **determining** one's character
- **noun:** the vital principle or **animating** force within living things
- **noun:** the general atmosphere of a place or situation and the effect that it has on people
- **noun:** the state of a person's emotions (especially with regard to pleasure or **dejection**)

This is powerful. Rather than concrete lessons based on totally demonstrable fact, we have moved to the “Spirit” of the Dolphin. In business today, we can forget the positive impact of spirit at work, and I don’t mean spirit in the mystical or Christian sense of the word. I mean it in the sense of another Lycos definition

- **noun:** animation and energy in action or expression

The Dolphin epitomizes energy and animation within their day-to-day actions. They absolutely integrate animation and energy in a joyful completion of their work, and then they celebrate through play. They are highly balanced animals. The lessons for our workplace that we identify in the film, “The Spirit of the Dolphin: Lessons for the Workplace” are ones that will assist you inject spirit in your workplace, the kind of spirit that automatically generates fun...and greater productivity.

Some Quotes on Spirit

“If wrinkles must be written upon our brows, let them not be written upon the heart. The *spirit* should not grow old.”

James Abram Garfield

“As long as I can remember I feel I have had this great creative and spiritual force within me that is greater than faith, greater than ambition, greater than confidence, greater than determination, greater than vision. It is all these combined. My brain becomes magnetized with this dominating force that I hold in my hand.”

Bruce Lee

“There are some people who have the quality of richness and joy in them and they communicate it to everything they touch. It is first of all a physical quality; then it is a quality of the spirit.”

Thomas Wolfe

Training Plan

The session design outlined here is a suggested format that will hopefully inspire you. You should take it and re-craft it to your needs. The most critical elements we believe you will find in this plan are that trainees see the film footage without words BEFORE they see the main film. Then they see the main film two or three times over the session period so the fast paced messages have time to be absorbed. Everything else is simply our ideas on how you can make effective use of “The Spirit of the Dolphin: Lessons for the Workplace” with your team. Speaking of the team, we use the word team a lot within the presentation – you may find referring to your wider organization is more appropriate.

TIME GUIDE	WHAT THE TRAINER SAYS AND DOES What you say is bold and indented for easy reference	RESOURCES NEEDED	YOUR NOTES
	<p>As with every training session, we start with a welcome. For “The Spirit of the Dolphin” your welcome will set the tone for the session to come. You might say something like</p> <p style="padding-left: 40px;">Welcome along to today’s session. There are things all around us that can teach us some valuable lessons and sometimes it takes a special catalyst for us to notice them.</p> <p style="padding-left: 40px;">Today, the catalyst is video footage of dolphins at work and play. Before we start though, it could be a good way to start to think about a dream holiday!</p>	<p>Video cued to first ten-minute loop of footage and music without text. This starts straight after the “VTR Countdown” which comes after the opening credits of the first play of the full film on your tape.</p> <p>From the DVD you select “Loop Music Video x 5”.</p>	

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	<p>At this stage, you will start to play at low volume the roughly 10 minute long loop of the dolphin footage without the messages. Then tell your group...</p> <p>To get us started thinking like a dolphin, can you just sit back for a second, relax, and imagine you are sipping on your favorite drink in the climate you most love. You know that this afternoon, you're going out on a boat. You're going to see dolphins, and if you like the idea, you're going to get to swim with them. Now if that place were your first choice...where would you be? And if you're having trouble with some of those possible destinations, here are just some of the places you could meet dolphins.... so take a moment to think...where would you be?</p>	<p>Flipchart with some possible Dolphin Swimming Destinations. Some FYI are:</p> <p>Akaroa in New Zealand The Bahamas Isla Mujeres, Mexico Hawaii Tahiti Jamaica The Florida Keys Costa Rica The Riau Straits, Singapore Eilat, Israel Gibraltar Bunbury Bay, West Australia Mozambique</p>	
	<p>You should now pause, letting the dolphin footage play, the music going softly, and the people thinking, where would they be. After 30-45 seconds say something like</p> <p>Now, please find a small team of 3 or 4 people</p>		

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	<p>Let the groups form...then say</p> <p>Please, when I say Go, tell each other where you would choose to be and why? Go!</p> <p>Let the group's imagination go. Give them as long as they seem to need, 5 minutes should be enough, to get them sharing with each other and having some fun with the explanations. You may like to use the video coming to an end of its loop to bring the group back together.</p>		
10 minutes will have lapsed by now	<p>As the groups conclude, you might say</p> <p>I hope you found lots of interesting places to be and maybe one or two of you have a new holiday or vacation goal!</p> <p>Before we go on, is there anyone here who has swum with dolphins or had any close encounters?</p> <p><i>Quite often, if you have people in your group that have experienced this, they will be keen to share their memories and it could be worth having that happen.</i></p>		

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	<p>I hope you noticed the great footage of the dolphins we have been playing while you chatted. It's been showing the dolphins at work and play. It has been carefully selected though, as you're about to see. In a few seconds, I'm going to share that same footage with you, but this time with some key messages on screen. It runs just 2 minutes and there's a lot of material...don't worry about taking it all in on your first viewing...we will take another look...so enjoy "The Spirit of the Dolphin"...</p>		
	<p>Now play the main 2-minute video. It is next on your cued tape. Give people a brief pause at the end of the video and then say...</p> <p>You probably already knew the dolphins predominantly work and have success in teams, or pods as the biologists call them. What you may not have seen before is the way they fish for instance. In the video you saw the dolphins herding a school of fish to the riverbank so they were easier to catch. There are also stories of how dolphins work with human fishermen, herding fish to the human's hunting ground and then feeding on the scraps and stray fish trying to escape. Clever mammals!</p> <p>Let's take a moment to think about our teams.</p>	<p>The video ready to recommence after the initial footage and music.</p> <p>On the DVD you will select "Play Lesson".</p>	

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	<p>Distribute Handout 1 and give people a moment to see what's on the page. As attention returns to you say</p> <p style="padding-left: 40px;">There are five key elements in the film we've just seen. If you look at your handout, these are identified along the bottom axis of the graph you have as being</p> <p style="padding-left: 40px;">MENTORING</p> <p style="padding-left: 40px;">DIVERSITY</p> <p style="padding-left: 40px;">TEAMWORK</p> <p style="padding-left: 40px;">CREATIVITY</p> <p style="padding-left: 40px;">100% EFFORT</p> <p style="padding-left: 40px;">Let's take a moment to remind ourselves what the video had to say in each of these elements.</p> <p>Now play the video again. It is next on your videotape. If you are using a DVD select "Play Lesson" again.</p>	<p>Handout 1 printed in the quantity you need for your group.</p>	

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20 minutes will now have elapsed	<p>Then say</p> <p>OK, I hope that helps keep the messages fresh for you, now, when I say Go, please take a moment and in the first two columns above each of the elements, rate yourself and your team from 1 to 10, 1 being poor, 10 being stratospheric, on the ability and skills in that element. Go!</p> <p>Allow people a couple of minutes to complete the graph for them as individuals and for their teams. As the group largely comes back to your attention, please say</p> <p>OK, I see you have mostly done that, so please find another small team of 3 or 4 people.</p> <p>Allow people to form teams. Then say</p> <p>When I say Go, please discuss how you each ranked the team and reach a consensus on how you feel as a group the team ranks on each element...Go.</p>		

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35 minutes will now have elapsed	<p>This discussion will take up to 10 minutes. You may like to play the Dolphin music in the background at such times. You can do that from the music track on the CD-ROM included with your training pack. Windows Media Player will allow you to put the music on repeat play for ease. Give your group warning before you bring them back...you might say...</p> <p>We're going to get feedback from you all in 120 seconds...so there's no hurry to finish your conversations!</p>	If using the music from the CD you will need a PC connected to speakers.	
	<p>Bring the group back together and say</p> <p>Let's find out how we see ourselves...</p> <p>Record on a flipchart or whiteboard a graph of how each group ranks the team on each of the elements.</p>	Flipchart or whiteboard.	

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40 minutes will now have elapsed.	<p>Then you might discuss variances or just say something like</p> <p>It's great that we can all work here and know we have areas of strength and weakness. The key is to find a way to be better, to use the "Spirit of the Dolphin" to improve our capability.</p> <p>So please, mixing up again, break into five groups of x (x=your trainees/5)...</p> <p>Wait for new groups to form and say</p> <p>Please send one person from your group here to me.</p> <p>Wait for 5 people to appear with you and then present a Dolphin poster with 5 sticky's attached with the 5 elements of the Dolphin written on their reverse and say</p> <p>Could each of you take a sticky from the dolphin and return to your groups?</p>	<p>Dolphin Posters</p> <p>Post It® notes or similar.</p>	

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	<p>When the volunteers have sighed huge relief and returned to their groups say</p> <p>You now each have a sticky with one of the elements written on it. Please, in your small groups, each run a short brainstorm...do you all know what a brainstorm is?</p> <p>(If there is an absence of agreement that they all know what a brainstorm is, say...</p> <p>A brainstorming session is used for generating lots of new ideas and solutions. It's not for analysis or for decision-making. Of course you will need to analyze and judge the ideas but this is done afterwards.</p> <p>Treat a brainstorming session as an opportunity to let loose the kookiest of your ideas, that wacky thing you never believed would work, but right now is the time as the first rule of brainstorming is, no judgments. All you want is a free flow of ideas)</p>		

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	<p>So, this brainstorm is about how your team can improve its skills, attitudes and approaches to that element of the spirit you have in front of you. Please, even where we are already good, let's strive to think of ways we can be even better.</p> <p>You have 10 minutes...Go!</p>		
45 minutes will have elapsed by now.	<p>Again, you might play the Dolphin Music CD as background. There are also many commercially available dolphin music CD's you might consider acquiring for this purpose although it will generally not be copyright cleared for the training room.</p> <p>After 8 minutes or so say</p> <p>You have 2 whole minutes to wrap and choose a group reporter for feedback, so again, no hurry.</p> <p>And at 10 minutes you might just lift the music volume and say</p> <p>Thanks everyone!</p>	If using the music from the CD you will need a PC connected to speakers.	

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55 minutes will have elapsed by now.	<p>Bring the music back down if you turned it up and say</p> <p>Thanks everyone for contributing. Now the point of a brainstorm is lots of ideas...so let's hear them...and if you have an idea to add to another team's list, please do!</p> <p>Gather the feedback from each group. It would be useful to have charts on your wall for each of the five topics so each topic's ideas are gathered and viewable. Alternately, a board or a standard flipchart will do.</p>	Flipcharts OR Whiteboard	
	<p>Once the feedback is all gathered say</p> <p>Ladies and Gentlemen, boys and girls if you're feeling extra young today, as with all good circuses, we can have only a few great acts...it is time to choose no more than five ideas from all those in front of you! Please lets take votes on your favorite ideas...take a moment to consider your options...will you be choosing (read one of the ideas) or (read another idea)...or do you think you might even be choosing (read a reasonably off the wall idea). Please take a marker and cast a vote beside three of the ideas...the winners will be taken into the circus for training...please, pick up your feet and cast your votes!</p>	Colored Markers – many choices.	

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70 minutes will	<p>While you solicit the votes hand out many colored markers for either the whiteboard or the flipchart paper and distribute it to your people.</p> <p>Some upbeat music would be good as votes are cast. You might follow my theme and find circus music or the sort of big music you hear at political conventions.</p> <p>Once everyone has cast their votes say</p> <p style="padding-left: 40px;">Thank you...our winners appear to be (read out the top 3 to 5 ideas and circle them with different color pens and put the pens in a box)...now lets make them happen. Please form (number you need to have a team for each idea) teams.</p> <p>Allow them to form teams and then say</p> <p style="padding-left: 40px;">It's action time. Please send a volunteer collector forward.</p> <p>Give each volunteer Handout 2, the Action Plan, and ask them to choose a pen from the box. Say</p> <p style="padding-left: 40px;">You each have an action planning form and a colored pen. Your idea is the one circled in the color of your pen. When I say Go please take 5 minutes to formulate how you propose we will make this idea happen. Go!</p>	<p>Handout 2 copied for your group.</p> <p>A box with a unique colored pen for each idea/group.</p>	

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80 minutes will have elapsed by now.	<p>Give the groups time to complete their exercise. Then say</p> <p style="padding-left: 40px;">Thank-you for that...let's quickly share our action plans.</p> <p>Have each group report back their plans and then say</p> <p style="padding-left: 40px;">Thank-you...each of you is charged with your action plans. Take them back to the right people...get sign off if you need it...do what you can to make this happen...show each other how the payoff will come...try and make the spirit happen...put 100% into it...speaking of which, there was a final element to the "Spirit of the Dolphin"...it's about how the dolphins enjoy their lives and how fun is integrated into their work...and remember their work is their survival!</p> <p style="padding-left: 40px;">Let's take a moment as our session comes to a close to think about how we enjoy the time we spend in our teams...</p>		

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90 minutes will now have elapsed	<p>Now say</p> <p>Please, find a group of 3 or 4...</p> <p>Wait for the small groups to gather and then say</p> <p>Please, together, answer the question (reveal on a flipchart)</p> <p><i>What are we doing that brings joy and celebration into our workplaces?</i></p> <p>Go ahead...take 2 minutes to discuss that question, Go!</p>	<p>Flipchart with the question</p> <p>What are we doing that brings joy and celebration into our workplaces?</p> <p>printed on it.</p>	
95 minutes will now have elapsed.	<p>Then say...</p> <p>There is more time, but I have another question for you (reveal on a flipchart) to consider</p> <p><i>How we can generate more enjoyment and celebration in our workplace?</i></p> <p>Before you answer that question though, let me share a couple of examples with you.</p>	<p>Flipchart with the question</p> <p>How we can generate more enjoyment and celebration in our workplace?</p> <p>printed on it.</p>	

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	<p>One small company started a customer service initiative that involved a large soft toy. It was a beetle with aerials and a big smiley face. It was named the Warm Fuzzy. The toy was passed from person to person and even traveled between this company's two small offices. Its role was to be sent to the person who had created a real service success story that week.</p> <p>A larger company in the computer business put up a gong in their telesales department. Every time a new sale was made the gong would be banged and the team would celebrate the latest sale.</p> <p>One company had its employees organize a celebration of safety at work. The team had a dinner, discussed safety success stories and then staged humorous skits on safety issues as entertainment for the team. It was a huge success!</p> <p>Now you see how others are doing it, how can we do it?</p> <p>Come up with some ideas in each of your groups – the rule is, these ideas need to be almost without cost...go for it...write your ideas on these small strips of paper...Go!</p>		

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110 minutes will now have elapsed	<p>Let the groups discuss till it seems appropriate to move forward...and then say</p> <p>I am passing round this (hat/box) for you to drop your ideas into...please pass the hat till all the ideas are collected...(allow the ideas to be collected and then give the hat to someone on the outside of the group and say)...please take an idea from the (hat/box) and read it to the group...oh and pass the (hat/box) along to your neighbor.</p>	A box to draw the ideas from	
	<p>Let all the ideas be read out and summarize them on a board as they are read.</p> <p>Once again ladies and gents, it is time to cast your votes...you know the form, please cast 3 votes and lets see which of these great ideas get the chance to perform in the circus!</p> <p>The group scores each idea. Play some music in the background as the scoring is completed.</p>	Whiteboard/Flipchart to record ideas.	

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120 minutes will now have elapsed.	<p>As voting ends say</p> <p>And our winners are (read the ideas and again circle them with different colored pens)</p> <p>Now we need idea champions...people to take these wonderful thoughts through to success...are there volunteers?</p> <p>Hopefully you will find volunteers – ask people to choose to help the volunteers champion their chosen idea to success.</p>		
	<p>Now say</p> <p>The end is nigh...I hope you can see that the spirited dolphin can be an inspiration for our work spirit...and to help that really make its way into your life, I have a short fable for you...consider the metaphors as you listen...In the fable, we see how the spirit of the dolphin comes together...we see mentoring, great team play, respect for diversity and creative solution creation at play...see how you can see these ideas at work as we share the story of Moshaup as retold by the famous Indian storyteller, Medicine Story Manitonquat....</p>		

The Fable of Moshaup and the Dolphins

Adapated from the story retold by Medicine Story Manitonquat

One millennium there was a huge monster that was terrifying the people who got their livelihood from the sea. It was very big. It had many sharp teeth and was tearing up their nets. It attacked people and generally caused trouble for them and upset their way of life. Moshaup, a local hero, went to talk with the monster. The people believed that respect was the first rule of life and patience was the second. He spoke respectfully to the monster, but the monster refused to listen. He continued to cause trouble. Moshaup waited patiently, but eventually his patience began to wear thin. He decided to hunt the monster. He took his spear and gave chase. He was finally able to throw his spear into the back of the monster, but it felt nothing. The handle broke off, but the spearhead stayed stuck in its back. The monster continued to haunt the local people, but now they had warning that it was approaching because the spearhead cut through the water above the monster. He still caused trouble.

Moshaup considered the situation. Then he had an idea –he’d go to his friends the dolphins. He knew that dolphins liked humans. He also knew dolphins found humans much too serious at times. He knew they were smart and would know what to do about the monster. He asked them for help. The dolphins said the monster had sharp teeth and was very mean, so they avoided it. Moshaup asked again, calling on their intelligence. “The monster may have teeth for weapons, but you have brains,” he said. “You can work out a solution I’m sure.”

The dolphins formed a council circle where each could see the eyes of all others, where they were all equal. To them a circle is the source of power. Each dolphin spoke in turn. The first said they lacked the education and training to take on the monster. The second said they were non-violent and wouldn't fight. The third wasn't exactly sure what they should be doing. He was concerned they weren't warriors and couldn't take on such a big fish. The fourth had a different approach – he thought they were smart and could figure out an answer. “Listen,” he said. “What we're good at is playing and having fun. Why not do what we do best already? What do you say we play with the monster? We're experts at fun and having a good time. He'll either have to loosen up or leave, or go nuts.” All the dolphins agreed that it was a good plan. They knew in their hearts that a path was correct when there was fun attached to the activity. “That's how the creator marks out the correct path for us. If we can solve a problem having fun, we know the solution is the right one.”

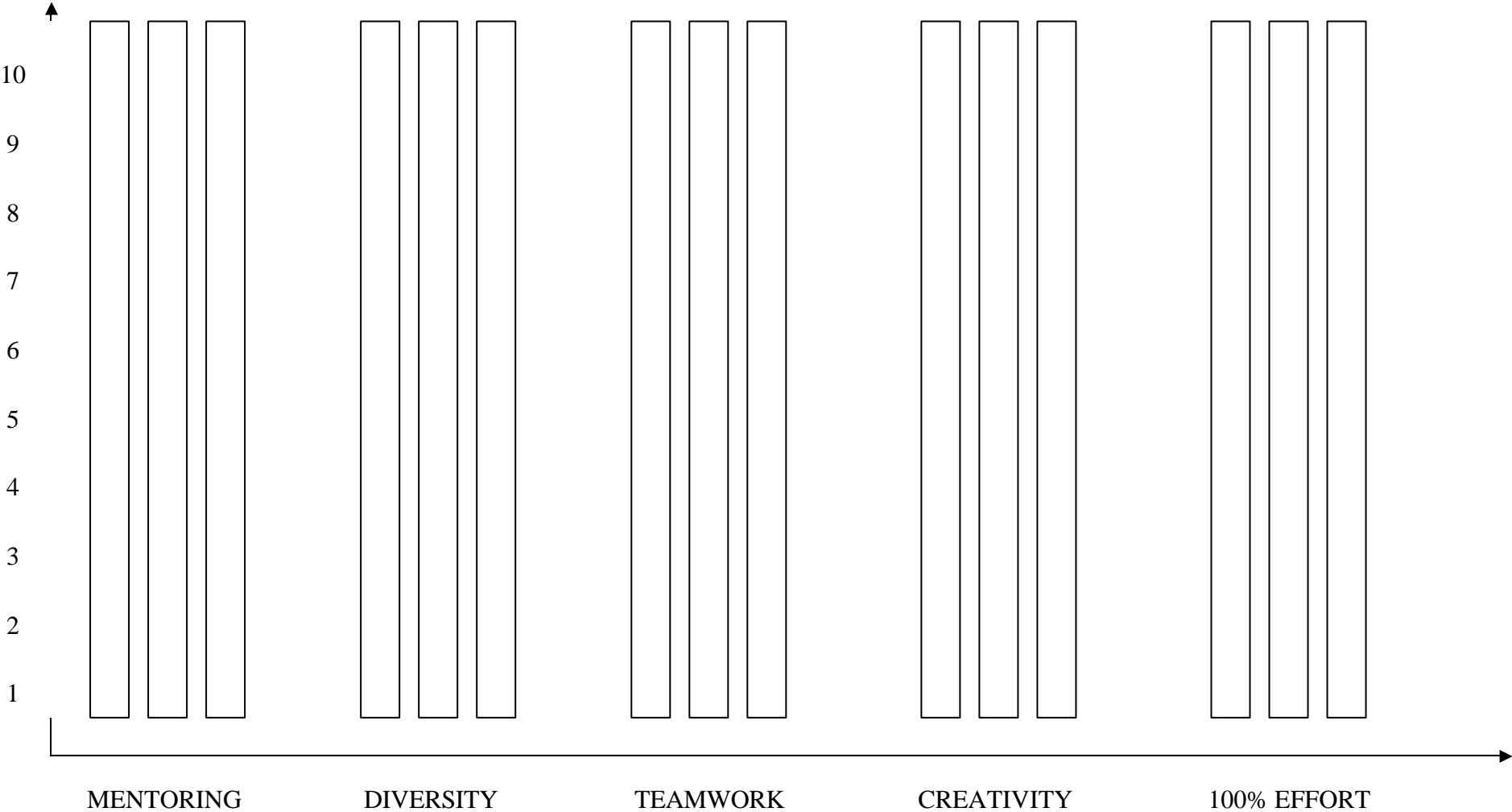
So that's what they did. They crowded around the monster and started turning cartwheels, jumping and diving. The monster fish was very serious and tried to swim away quickly. But the dolphins were too fast and kept up with him. One would nip his tail, and when the monster turned to get him, two more dolphins would swim in and poke the monster with their dorsal fins. Another would butt the monster in the stomach with its beak. The monster was driven to distraction and eventually dived so deep the dolphins couldn't follow. It went away, never to return. And so it is today, if you see dolphins, playing in the water, you can be sure there are no sharks about. The dolphins have played them away.

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130 minutes will now have elapsed.	<p>Pause for a moment, then look your audience in the eyes and say</p> <p>Thanks for being part of “The Spirit of the Dolphin” experience. I hope those of you not yet having fun, like Moshaup, see the power of joy in your work and have seen some ways we can generate more spirit here in our team. Let’s finish with a last look at “The Spirit of the Dolphin” and return to our work with a new spirit!</p>		
	You end your session with the two-minute video and then the looped no text playing again to let people leave the room with the mood in place.	Video cued and ready to go or DVD ready to choose the options needed.	

Handout 1

It's OK to copy this page

Mark the first column to rank yourself
Mark the second column to rank your team
Mark the third column with the group consensus



Handout 2

Action Plan

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Detail the idea you are dealing with

Is there a budget requirement and if so, who will you need approval from?

What's the time you will need to effect this idea?

Who needs to be involved?

How will you make the idea happen?

The Spirit of the Dolphin

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<p><i>Dolphins are natural learners.</i></p> <p><i>As they grow, they become teachers. Their strengths become the skills they teach the young in their pod.</i></p>	<p><i>Lesson: As children we learn. As adults we often stop.</i></p> <p><i>Learn constantly.</i></p> <p><i>Share that learning with others. Mentor with passion.</i></p>
<p><i>From their first breath Dolphins work in teams.</i></p> <p><i>They learn that to survive, they must work together to seek food and protect each other from harm.</i></p>	<p><i>Lesson: Working in a team gives us the best chance of survival and success.</i></p> <p><i>We must champion the team and celebrate its success.</i></p>
<p><i>Dolphins seek diversity.</i></p> <p><i>To enjoy and maximize their lives, they seek the company of others</i></p>	<p><i>Lesson: We can find the best that is possible when we seek and involve those different to ourselves.</i></p> <p><i>Like the Dolphins, we can delight in diversity.</i></p>
<p><i>Dolphins are forgiving.</i></p> <p><i>They offer second chances. They don't blame.</i></p>	<p><i>Lesson: Offer people a second chance.</i></p> <p><i>Focus on the future, not the past.</i></p> <p><i>Creativity blooms when learning from mistakes is OK.</i></p>
<p><i>Dolphins celebrate and enjoy their lives.</i></p> <p><i>They integrate fun with their survival.</i></p> <p><i>They put 100% into all they do.</i></p>	<p><i>Lesson: Seek joy in your work...and work feeling joy.</i></p> <p><i>Look for the chance to celebrate something every day.</i></p>

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One millennium there was a huge monster that was terrifying the people who got their livelihood from the sea. It was very big. It had many sharp teeth and was tearing up their nets. It attacked people and generally caused trouble for them and upset their way of life. Moshaup, a local hero, went to talk with the monster. The people believed that respect was the first rule of life and patience was the second. He spoke respectfully to the monster, but the monster refused to listen. He continued to cause trouble. Moshaup waited patiently, but eventually his patience began to wear thin. He decided to hunt the monster. He took his spear and gave chase. He was finally able to throw his spear into the back of the monster, but it felt nothing. The handle broke off, but the spearhead stayed stuck in its back. The monster continued to haunt the local people, but now they had warning that it was approaching because the spearhead cut through the water above the monster. He still caused trouble.

Moshaup considered the situation. Then he had an idea –he'd go to his friends the dolphins. He knew that dolphins liked humans. He also knew dolphins found humans much too serious at times. He knew they were smart and would know what to do about the monster. He asked them for help. The dolphins said the monster had sharp teeth and was very mean, so they avoided it. Moshaup asked again, calling on their intelligence. "The monster may have teeth for weapons, but you have brains," he said. "You can work out a solution I'm sure."

The dolphins formed a council circle where each could see the eyes of all others, where they were all equal. To them a circle is the source of power. Each dolphin spoke in turn. The first said they lacked the education and training to take on the monster. The second said they were non-violent and wouldn't fight. The third wasn't exactly sure what they should be doing. He was concerned they weren't warriors and couldn't take on such a big fish. The fourth had a different approach – he thought they were smart and could figure out an answer. "Listen," he said. "What we're good at is playing and having fun. Why not do what we do best already? What do you say we play with the monster? We're experts at fun and having a good time. He'll either have to loosen up or leave, or go nuts." All the dolphins agreed that it was a good plan. They knew in their hearts that a path was correct when there was fun attached to the activity. "That's how the creator marks out the correct path for us. If we can solve a problem having fun, we know the solution is the right one."

So that's what they did. They crowded around the monster and started turning cartwheels, jumping and diving. The monster fish was very serious and tried to swim away quickly. But the dolphins were too fast and kept up with him. One would nip his tail, and when the monster turned to get him, two more dolphins would swim in and poke the monster with their dorsal fins. Another would butt the monster in the stomach with its beak. The monster was driven to distraction, and eventually dived so deep the dolphins couldn't follow. It went away, never to return. And so it is today, if you see dolphins, playing in the water, you can be sure there are no sharks about. The dolphins have played them away.

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