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# Crocodile Charlie and the Holy Grail

Reviewed by  
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*Crocodile Charlie and the Holy Grail: How to find your own answers at work and in life*  
by John Kolm & Peter Ring  
Penguin, 2003  
239pp, pb, \$19.95

When Charles Kingmore of Kingmore Designs coincidentally finds out that his employees don't trust him, and behind his back refer to him as 'Crocodile Charlie' (the kind you should never smile at), he sets out on a quest to find the 'holy grail'. That is, the reason why his employees don't respect him, why Kingmore Designs never lands the big jobs, and above all the secret to being a good leader and having the ability to motivate employees.

Eyes painfully opened, Crocodile Charlie books himself and his notebook on the first available flight to Broome, WA; from there he travels to River Station to find Norm Fitters, a man he worked for when he was seventeen. 'Norm was one of the best leaders Charlie had ever seen...' If anyone can help Crocodile Charlie to find the holy grail, or at least put him on the right track, Norm is it.

When Charlie arrives he is sent to work as part of a stockyard crew at the River Station cattle farm in the Kimberleys. Charlie is amazed by the team spirit displayed, and starts writing in his notebook.

Following Norm's recommendation, Crocodile Charlie heads into the desert to work for an estranged woman named Hourai fixing old cars. He moves from the desert to Kununurra, where he meets

the formerly unfortunate Mongrel Dog Club; and from Kununurra to Thursday Island for a bit of Rest, Relaxation, and Reflection. From Thursday Island he heads to Bungendore, via Cairns and Canberra, to visit Cameron Pitt's fabulous Veterinary Clinic; then on to Trentham via Melbourne, where he joins a set design crew for a movie production...

Crocodile Charlie's quest for the grail takes him halfway around Australia, to some of the most remote, interesting towns full of delightful characters, each with a unique ability to teach him a thing or two about life and human interaction.

This book is both an interesting and educational read. Its format, as Charlie's notebook, makes the

content easy to absorb, and means the book will serve as a convenient resource the next time you think you need a bit of Crocodile Charlie's advice.

The authors are the co-founders of Team Results, a program that prepares people for team and leadership roles. The program is Australian-based and has been very successful overseas. Team Results has worked with major Australian companies, such as Toyota Australia and BHP Billiton, as well as many smaller businesses. The authors have themselves been on some of Charlie's journeys, and have compiled the *Holy Grail* on the basis of these experiences.

So whether you run your own business, manage a group of people, are searching for some of life's answers, or wish to find out what the Mongrel Dog Club is, then Charlie's quest is for you.

