



ACROSS

4. Part of The OCM, where Mr Parsloe (or could it be a Milliband brother?) leads upper-class princess? Sounds like it! (7)
5. Eat a *choc* to help someone develop? (*anag*) (5)
10. Nancy Klein tells us to take time to do this – in Bath, in Keeble – wherever! (5)
12. Changes in belief filled with external angst in human exchanges (13)
14. The right uplifting self talk at the start will give you this precious sense of safety and credibility (5)
16. Three wise people are on the road with no bend in this developmental practice (9)
18. In conclusion, if you remove a deceit, you will develop wider participation (9)
20. Sounds like they are finding things a little dull? But they are the leaders of the company! (5)
22. To start with vexing and little understood everyone says? But an OCM coach will help you clarify these to understand your purpose, beliefs and enablers. (6)

DOWN

1. You can find a confused friend in this group (4)
2. Contemplation is your mirror image. (10)
3. Exchange of ideas that leads us to *mount a comic* in a different way (*anag*) (13)
6. It can be difficult at the start of Christmas to get the whole group into an ancient circle (9)
7. *Hard peel* is mixed into this important set of skills (*anag*) (10)
8. If you want people to have this level of involvement – put a ring on it! (10)
9. Is it closed? When will it be open? (8)
11. Fashionable vision concluding with a sense of completeness that does not end, that's astute (10)
13. Mad old king, not to start with taking the time to gain new knowledge and perspectives (5)
15. Finding something new, dance to the extreme! (9)
17. It used to be folk-knowledge, but with a little money in it we can push the boundaries and learn more (7)
19. There is transformation to be found in such anger (6)
21. Get the ball in the net when you set a SMART one (4)