

Happy April 1st

The first quarter of 2007 has come and gone. Did you meet your first quarter goals? Are you happy? How about your Career goals – done anything with them? Only 174 days before we close the books on 2007. Make a “Will Do” list and **DO IT!**

CONGRATULATIONS

BAILEY, Stephen- (Steve) – (EMP-14) – is now International Business Director – Enterprise Solutions, 3642 US Highway 70 East, Claremont, NC 28610 – Bus – 828-459-5731 – Cell-828-234-3553
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CANNON, Ralph – (IMP) – is now Vice President Organization Development – Golden Ventures, 1000 Fianna Way, Fort Smith, AR 72919 – Bus – 479-201-3830 – ralph.cannon@goldenven.com

CONRAD, Tessa – (EMP-13) – is now Manager, Human Resources – Ferguson Beauregard, PO Box 130158, Tyler, TX 75713 – Bus – 903 266-3503
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CROUSE, David – (EMP-3) is now President of the OPW - Fluid Transfer Group.

FLACK, Kathy - (EMP-5) is now Vice President for Marketing & Administration at RaceTec Pistons, Inc. 15681 Computer Lane, Huntington Beach, CA 92648 – Bus – 714-903-4362 – Cell – 310-968-3816
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GINTER, Jeff - (EMP-2) is now President of RaceTec Pistons, Inc., 15681 Computer Lane, Huntington Beach, CA 92648 – Bus – 714-903-4362. He continues to serve as President & Owner of Air & Power Tool Specialists. jeff@racetecpistons.com.

HEALEY, Kevin – (IMP) is now General Counsel & Secretary for Advanced BioPhotonics, Inc., 125 Wilbur Place, Suite 120, Bohemia, NY 11716 – Bus – 631-244-8244 – khealy@advancebp.com.

HUNT, Mark – (EMP-2) is now Senior Director, Business Development – Terex Roadbuilding Division – Bus – 319-399-4816 – Cell – 310-270-9117
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LANE, Thomas – (Tom) – (EMP-3) – is now Vice President of Sales – DM2 Software, Inc., 1176 Camelot Lane, Lemont, IL 60439 – Cell – 630-561-5865
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CONGRATULATIONS – con't.

LEWIS, Patricia – (Pat) – (PSP-2) – is now International/Marketing Manager – Norriseal, 11122 West Little York, Houston, TX 77041 – Bus – 713 849-1237 – Cell – 281 658-5129 – plewis@norriseal.com.

SORIC, Neven – (Nev) – (IMP) – is now eBusiness Account Executive – Invision.com, Inc., 47 Mail Drive, Commack, NY 11725 – Bus – 631 864-0258 – Cell – 631 374-5757 – nasiks@optonline.net.

Seminars in 2007**Executive Management Programs****Class 17**

- ➔ Week 1 – May 14 – 18, 2007 ←
Week 2 – Aug. 06 – 10, 2007
Week 3 – Dec. 03 – 07 2007
Week 4 – Feb. 11 – 15, 2008
Week 5 – May 19 – 23, 2008

There are eleven openings for Class 17. To enroll participants contact Tom Stevens at (865) 458-3429 or inmco@mindspring.com.

Class 18

- ➔ Week 1 – Jul. 16 – 20, 2007 ←
Week 2 – Oct. 15 – 19, 2007
Week 3 – Jan. 14 – 18 2008
Week 4 – Apr. 14 – 18, 2008
Week 5 – Jul. 14 – 18, 2008

Professional Sales Programs**Class 6**

- ➔ Week 1 – Jul. 23 – 27, 2007 ←
Week 2 – Oct. 29 – Nov. 02, 2007
Week 3 – Jan. 28 – Feb. 01, 2008
Week 4 – Apr. 28 – May 02 2008

(Because this program draws on survey feedback from customers and/or distributors, participants must have established customer/distributor relationships.) To enroll participants contact John Barnes at (423) 504-5641 or john@jbarnesconsulting.com.

Class 7

- ➔ Week 1 – Nov. 05 – 09, 2007 ←
Week 2 – Feb. 04 - 08, 2008
Week 3 – May 12 – 16, 2008
Week 4 – Aug. 04 – 08, 2008

Breaking News - Revisited

As you recall we announced the following Breaking News on April 1st, 2006. – “What’sername is trading in the Miskate II and is replacing it with a 185’ Feadship yacht which will be built in The Netherlands. The new Miskate III will house 20 participants in individual luxury staterooms. The main salon will serve as the seminar room. Other features include a theatre, swimming pool, Jacuzzi, library and computer room, bar and game room, dining room, 10 jet skis, helicopter and two ski boats. What’sername was quoted as saying – “Nothings’ too good for the INM/BCS students!” As of this date a decision has not been reached as to whether the new vessel will cruise the South Seas, Mediterranean or the Tennessee River. Delivery is expected April 1st in 2008.”

(NEW) - Women change their minds – What’sername is no exception. After paying several visits to the shipyard in the Netherlands she has lengthened her boat by another 106 feet. Space is not available to list all of the new luxuries she has added for the INM/BCS participants – delivery date has now been pushed ahead to April 1st 2009.

Did You Know?

- Every day 20 banks are robbed. The average take is \$2,500.
- A lighting bolt generates temperatures five times hotter than those found at the sun’s surface.
- Until 1796 there was a state in the United States called Franklin. Today it’s known as Tennessee.
- You’re born with 300 bones, but when you get to be an adult you only have 206.
- The penguin is the only bird who can swim, but not fly.
- The praying Mantis is the only insect that can turn its head.
- Of all the words in the English language the word “set” has the most definitions.

It’s Predictable

The reward for doing a magnificent job is to be given a terrible job. If you are good at draining swamps you will be given a bigger swamp to drain!

John’s Jottings

On a recent trip, while in the Memphis airport waiting for a connecting flight to Chattanooga, I ran into the Management Fool. It was almost a year ago to the day when I first met him. Seems he was on a trip to wherever fools go for their quarterly meetings. Where? I wasn’t listening closely.

After the usual exchange about family and personal welfare, he shared his latest musings with his usual shock approach. “Managers are a bunch of arrogant so-and-so’s,” he said. “I’m glad I’m not one and I’m really glad I don’t have one,” he ranted.

After recovering I told him that I was one, knew lots of them and none of them were arrogant. They all took their responsibilities very seriously. What was he talking about?

“Consider how they develop their people,” he said. “How do they do that?”

I responded that most managers develop goals and objectives with their direct reports and then give them the freedom and time to achieve them. Periodically they reviewed progress and provided assistance when and where needed.

“Aha,” he exclaimed! “That’s exactly what I thought you would say. But you’re naïve; you’re wrong! That’s what they say they do; but that’s not what they really do.”

I bristled at the vehemence of his response, and had to listen carefully to be sure I understood what he was saying. (Somewhere I had heard good listening requires one to keep her/his emotions under control. Now I knew why.)

Getting really edgy I asked what he meant. He said managers tell their direct reports what their goals and objectives are. Then they proceed to tell them how to do their job, hiring consultants and all that, instead of letting their people do it on their own.

Further, he said, managers never give their reports a chance to say how they are coming and what they need to do the job better; managers even go around their direct reports as if they weren’t there. They change their mind; and they NEVER talk with their people about their performance. They may send a note once a year, but don’t count on it. And to add insult to injury, they never promote from within.

“No way,” I said. I don’t know any managers like that.....do I?