

Happy August 1st

We are now into the last half of the year with only 152 days left until we usher in 2009.

Congratulations

BRIGHT, Jim – (EMP-18) – is now Vice President & General Manager – Bulk Tank, Inc., 110 industrial Drive, Park Hills, MO 63601 – Bus – 573-518-0600 – Fax – 573-518-0551 – jbright@bulktankinc.com.

HATFIELD, Kim – (EMP-15) – is now Assistant Controller at ABB, 7051 Industrial Blvd., Bartlesville, OK 74006 – Bus – 918-338-4778 – Cell – 918-697-8181 – kim.i.hatfield@us.abb.com.

HENRY, Traci – (CS-1) – is now Vice President Global Customer Service – CommScope, 12500 I St. Omaha, NE 68137 - Bus – 402-691-3799 – Cell – 402-681-9515 - thenry@commscope.com.

JOSEFCHUK, Darryl – (EMP-4) – is now Director – Remote Monitoring & Automation for Dover Fluid Management – Bus – 708-387-8259 – Cell – 708-207-0478 – djosefchuk@doverdfm.com.

KANOUS, Chris – (EMP-6) – is now Director IT Systems for the Pump Solutions Group, 1809 Century Ave. SW, Grand Rapids, MI 49503 – Bus – 616-475-9365 – Cell – 616-617-0448 – kanous@blackmer.com.

PEPPER, John – (EMP-6) - is now Vice President Sales, USA and Canada for the Pump Solutions Group, 1809 Century Ave. SW, Grand Rapids, MI 49503 – Bus – 616-248-9270 – pepper@blackmer.com.

SCOTT, Sean – (EMP-2) – is now Manager of Sales & Marketing – Humphrey Products, P. O. Box 208, Kalamazoo, MI 49003 – Bus – 269-216-5754 – Cell – 269-352-5523 – sean@scottsnwater.com.

WICKARD, Tim – (EMP-17) is now Director of Engineering – Souriau USA, 25 Grumbacher Road, York, PA 17406 – Bus – 717-767-7982 – Cell – 717-880-4033 – twickard@souriau.com.

LIGHTNING BOLT - Jamaican sprinter Usain Bolt set a new world record in the men's 100-meter dash on 5/31/08, running 9.72 seconds. 20 years ago - (1988), Carl Lewis of the USA held the world record with a time of 9.92 seconds, a speed that would trail Bolt's record-setting dash by about 7 feet. (Source - BTN Research.)

“The same person cannot well be skilled in everything – each has their special excellence.” Euripides

Seminars in 2008 - 2009**Executive Management Programs****Class 22 - CLOSED**

→ **Week 1** – Aug. 11 – 15, 2008 ←

Class 23 - CLOSED

→ **Week 1** – Oct. 13 – 17, 2008 ←

Class 24

→ **Week 1** – Dec. 1 – 5, 2008 ←

Week 2 – Mar. 2 – 6, 2009

Week 3 – Jun. 15 – 19, 2009

Week 4 – Sep. 14 – 18, 2009

Week 5 – Dec. 7 – 11, 2009

(There are eight openings left in Class 24)

Class 25

→ **Week 1** – Feb. 2 – 6, 2009 ←

Week 2 – May 4 – 8, 2009

Week 3 – Aug. 3 – 7, 2009

Week 4 – Nov. 2 – 6, 2009

Week 5 – Feb. 8 – 12, 2010

To enroll participants in Classes 24 or 25 please email Tom Stevens at [- innco@mindspring.com](mailto:innco@mindspring.com) or call (865) 458-3429.

Professional Sales Program**Class 9**

→ **Week 1** – Sep. 22 – 26, 2008 ←

Week 2 – Jan. 19 – 23, 2009

Week 3 – Apr. 6 – 10, 2009

Week 4 – Aug. 31 – Sep. 4, 2009

Class 10

→ **Week 1** – Mar. 16 – 20, 2009 ←

Week 2 – Aug. 17 – 21, 2009

Week 3 – Nov. 30 – Dec. 4, 2009

Week 4 – Mar. 8 – 12, 2010

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

CommScope Leadership – Class 2

→ **Week 1** – Nov. 17 – 21, 2008 ←

Week 2 – Feb. 23 – 27, 2009

Week 3 – May 18 – 22, 2009

Week 4 – Aug. 24 – 28, 2009

Week 5 – Nov. 16 – 20, 2009

“Trees and fields tell me nothing – people are my teachers.” Plato

Unrealized Business Potential

“Opportunity is where you find it – not where it finds you.” Peter Drucker

Luck, chance and catastrophe affect business as they do all human endeavors. But luck never built a business. Prosperity and growth come only to the business that systematically finds and exploits its potential. No matter how successfully a business organizes itself for the challenges and opportunities of the present, it will still be far below its optimum performance. Its potential is always greater than its realized actuality.

Dangers and weaknesses indicate where to look for business potential. To convert them from problems into opportunities brings extraordinary returns. Opportunities have to be reflected against the experience of a company and its past successes and failures. Sometimes all that is needed to accomplish this transformation is a change in the attitude of the executives. Three questions will bring out the hidden potential of a business –

1. What are the restraints and limitations that make the business vulnerable?
2. What are the imbalances in the business?
3. What are we afraid of, what do we see as a threat to this business – and how can we use it as an opportunity?

ACTION PLAN –Answer these three questions for your enterprise and move closer to optimum performance.

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“Business is not the sum of what it has already, but rather the sum of what it does not yet have and what it could have.”

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“All things are possible until they are proved impossible – and even the impossible may only be so, as of now.”
Pearl S. Buck

JUMP HIGHER - RUN FASTER

The 2008 Summer Olympic Games begin one week from today – Friday (8/08/08) at 8:08 pm in Beijing, China. The number “8” is considered lucky in China since the pronunciation of the number “8” in Mandarin and Cantonese sounds similar to the word used for “wealth.” The games will last for 17 days through Sunday 8/24/08 and will have competition in 28 different sports, including 5 new Olympic events. Beijing is 12 hours ahead of the Eastern Time zone of the USA. – (Source - Beijing 2008 website.)

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“GO OLYMPICS!!!” – Beijing Olympic organizers issued an official “clapping guide” in June 2008, describing a 4-step clapping method that it hopes its citizens will utilize at the games. - (Source - Financial Times.)
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John’s Jottings

For those of you on a calendar fiscal year, it’s half over and, for publically held companies, second quarter results have been announced. How are you coming versus your plan? Ahead? On target? Behind? How are you coming versus last year’s actual?

How are sales? Ahead? Behind? Let’s look at this area a little more closely.

How are your markets performing? If you are in the housing industry, your sales are probably down, year over year and in relation to plan. If you count the US automakers among your customers, your sales may also be down. If your business is closely linked to the finance sector - banks, insurance companies, etc., your sales may be weak.

You could wait for the economy to turn around. Might take a while, and to maintain your usual compliment of staff and equipment might strain your margin and test your capitalization. If you are part of a publically held company, that is not a particularly attractive possibility.

There is an alternative. The professional sales person continuously prospects, both inside his/her current industry and outside his/her industry. Especially when the times are good. The true professional makes time to make a cold call or two every couple of weeks. The true professional writes, calls, emails and follows up with new contacts regularly.

Persistence pays off. Sales statistics indicate a new customer buys after nine calls, but the average sales person quits trying after 4 or 5 calls. Set your expectations accordingly. Make prospecting a HABIT. (Remember what you learned about “habits” in class? At first they don’t feel right. Making a new habit requires deliberate, repeated effort.)

A true professional sales person lamented to me recently that he had lost sight of the necessity of prospecting. “I got so caught up in servicing my regular, good accounts,” he said, “that I forgot to make those development calls. Now, I’m paying for it - my income is down nearly 40% from last year. I’ve re-started prospecting. I don’t plan to let this happen again.”

That’s a powerful lesson - painfully learned. So, consider the following –

- Develop your prospect list, including contact info.
- Make that first call - follow up with first letter.
- Team up with a friend to encourage each other.
- Be persistent, in good times and in bad.
- Remember, good luck comes to those who work hard.

Do it - start NOW!
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Readers' Corner

“Leading Global Projects – For Professional and Accidental Project Leaders” by Robert T. Moran & William E. Youngdahl – July, 2008 – Publisher – Butterworth-Heinemann – elsevierdirect.com. ISBN: 978-0-7506-8246-6

This book is for anyone responsible for project and initiatives that span geographical and functional divides. Authors Moran and Youngdahl bring extensive experience and learning from industry practice to present a clear and straightforward treatment of the knowledge and leadership necessary to lead projects that are global in nature. They have written the first book of its kind to address the three essential skills of global project leaders – strategic project management, project leadership and cross-cultural leadership.

The authors argue that global project leadership is an essential skill in our project-based world and that we are either intentional project leaders or *accidental* project leaders. Intentional project leaders pursue formal project management education and even certification. Accidental project leaders find themselves leading global projects and initiatives as a result of a special assignment or a promotion. Moran and Youngdahl have found that the vast majority of global project leaders fall into the *accidental* category and they have written this book to be accessible to those who have not necessarily pursued formal project management education. Sample subject covered are – “influencing without formal authority across functional and geographical boundaries” and “leading global projects at the edge of chaos.”

The first book of its kind that covers – Strategic Project Management – Project Leadership and Cross-Cultural Leadership. The book is rich with examples and stories to illustrate key skills and knowledge to lead global projects. A ***MUST READ*** for anyone accountable for the successful completion of projects that cross geographical/cultural boundaries. In today’s global economy this book will guide you through the inevitable problems encountered when trying to gain the cooperation of diverse groups.

Some Special Holidays Can Be Hazardous To Your Health

CALDWELL, Ted – (EMP-20) - Director of Operations - Tulsa Winch Group, 11135 S. James Ave., Jenks, OK 74037-1130 - Bus – 918-298-8303 Cell – 918-510-1640 - tcaldwell@team-twg.com received a brand new motorcycle for Father’s Day. He was driving around the neighborhood to get used to how it drove, rode, etc. He gave it too much gas and not enough clutch and the back end broke out from underneath him. Ted and bike slid towards the curb. His leg hit the curb and bounced over with the motorcycle on top. He broke his right Tibia in a couple of ways – first, it split down the middle and had to be screwed together – and second, the “knuckle” on top of the Tibia broke and slid down the bone. This “knuckle” forms the pocket where the upper and lower bones come together to form the knee joint. The motorcycle suffered a few small dents and scratches. Ted is in a wheel chair testing the ADA accommodations of the work place. ***Happy Father’s Day Ted!***

JOHNSON, James A. - (Jim) – (EMP-5) – President – Strategic Growth Partners Ltd., 5475 Haft Road, Cincinnati, OH 45247 - Bus – 513-598-6175 – Cell – 513-315-9109 – jjohnson8@cinci.rr.com broke his right collar bone and tore his hamstring playing softball on his birthday - June 22. ***Happy Birthday Jim!***

A Celebration After Graduation

LIVINGSTON, Joe - (EMP-18) - Technical Manager, Fiber Optic Apparatus R&D - CommScope, 1300 E. Look-out Drive, Richardson, TX 75082 - Bus – 972-792-3194 - jlivingston@systimax.com graduated from the Executive Management Program on July 18th. Over the next five days he pedaled the Blue Ridge Parkway from it’s northern start at Rockfish Gap, Virginia, to it’s southern terminus 470 miles away in Cherokee, North Carolina. For those not familiar - the Blue Ridge Parkway is a scenic road primarily through national parklands in the mountains of southeastern US. Many consider it a cyclist’s paradise - allowing no commercial traffic, limited access, 45 mph maximum speed limit and few boring flat/straight sections. The Parkway also includes 26 tunnels,

none with artificial lighting, with lengths up to 1,400+ feet. Elevations along the Parkway vary between 649 feet to over 6,000 feet, with a total elevation gain over the entire Parkway of 48,601 feet. Joe accomplished the ride by balancing distance and climbing exertion among the 5 days, with a maximum distance traveled in any one day of 112 miles. Three-hour climbs at a humbling 6-8 mph were followed by seemingly endless 50+ mph descents. Riding unsupported, Joe was delivered at the beginning of day one by family, with clothing and supplies shipped-ahead to pre-determined overnight stops along the route. Training for the climbs in flat north-Texas was a challenge. After 3 hard days of climbing and 295 miles, Joe was about to throw in the towel. A call home and his 8-year olds' words of encouragement – “keep riding Daddy, you know you can't quit” - convinced him he couldn't stop. Joe has been an avid cyclist for more than 20 years, logging approximately 5,000 miles annually. Joe has ridden in many states in the US and Northern Italy.

“To endure what is unendurable is true endurance.” Japanese Proverb

Another After Graduation Event

ALLEN, Kim – (EMP-18) - General Manager, Prefinish Millwork Division - Woodgrain Millwork, Inc., 471 US Highway 82 West, Leesburg, GA 31763 - Bus – 800-973-7491 x203 - kallen@woodgrain.com also graduated July 18th with Class 18 and immediately left to take his instructor exams for the Professional Association of Diving Instructors - (PADI.) Two days later he became a certified diving instructor and attended his second graduation ceremony. Congratulations Kim and HAPPY DIVING.

He Did It Again!

FITZGERALD, John – (IMP) – Retired – 3456 Ravenwood Trail, Fort Loudon, Pa 17224 – Home – 717-369-5687 – Cell – 717-860-8865 – johnsfitz@earthlink.net did it again! The SOS – (Skydivers Over Sixty) – broke the 14-way Pennsylvania record that was set in 2006. On June 29th John and thirteen other skydivers jumped from a CASA tailgate airplane at 14,000 feet and completed the 14-way formation at approximately 8,000 ft. Fortunately all fourteen landed safely. *“Retirement is about enjoying life and having fun.”*

“It is easy to be brave from a safe distance.” Aesop

“Courage is the thing. All goes if it goes.” J. Barrie

Totally Useless Facts

- The “pound” key on your keyboard – (#) – is called an octotroph.
 - The only domestic animal not mentioned in the bible is the cat.
 - The “dot” over the letter “I” is called a tittle.
 - Pepsi originally contained pepsin – hence the name.
 - The original story from “Tales of 1001 Arabian Nights begins” – “Aladdin was a little Chinese boy.”
 - The most common name in the world is Mohammed.
 - Cephalacaudal recapitulation is the reason our extremities develop faster than the rest of us.
 - Hydrogen gas is the least dense substance in the world – 0.08988g/cc.
 - Hydrogen solid is the densest substance in the world – 70.6g/cc.
 - Each year there is one ton of cement poured for each man, woman and child in the world.
 - The housefly hums in the middle octave key of F.
 - The longest place name still in use is – Taumatawhakatangihangaoauuotameteaturipukakapikimaungahoronuk-upokaiwhenuakitanatahu – a New Zealand hill
 - Los Angeles's full name is – “El Pueblo de Nuestra Senora la Reina de los Angeles de Poriuncula” and can be abbreviated to 3.63% of it size – “LA.”
 - An Ostrich's eye is bigger than its brain.
 - Tigers have striped skin, not just striped fur.
 - A cat's jaw cannot move sideways.
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“The grand aim of all science is to cover the greatest number of empirical facts by logical deductions from the smallest number of hypotheses or axioms.” Albert Einstein
