

Happy July 1st

Well the year 2007 is officially half over. 182 days used up and 183 yet to go. If you could have those 182 days back what would you do differently and why?

Congratulations

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Recent studies show that the rate of change in the US and Canada is such that a new high technology is produced in the marketplace every 17 seconds or more than 5,000 per day. With each new high technology product comes at least 100 related services. In just a few years there will be 17 new high tech products produced every second! Stress and opportunity are here to stay.

Seminars in 2007

Executive Management Programs

Class 18 - CLOSED

➔ Week 1 – Jul. 16 – 20, 2007 ←

Class 19

➔ Week 1 – Oct. 22 – 26, 2007 ←

Week 2 – Jan. 21 – 25, 2008

Week 3 – Apr. 21 – 25 2008

Week 4 – Jul. 21 – 25, 2008

Week 5 – Oct. 20 – 24, 2008

There are only two openings left for Class 19. To enroll participants please contact Tom Stevens at (865) 458-3429 or - inmco@mindspring.com.

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

CommScope Enterprise Solutions – SLD

Week 1 ~ Jul. 30 – Aug. 3, 2007 ~ Knoxville, TN

Week 2 ~ Oct. 22 - 26, 2007 ~ Ireland

Week 3 ~ Jan. 07 - 11, 2008 ~ Knoxville, TN

Week 4 ~ Mar. 31 – Apr. 04, 2008 ~ Singapore

Week 5 ~ Jul. 28 – Aug. 01, 2008 ~ Hickory, NC

Nine US Presidents never attended college, including George Washington, Abraham Lincoln and Harry Truman.

“Happy Birthday” was the first song to be performed in outer space, sung by the Apollo IX astronauts on March 8, 1969.

Management Initiative

Initiative – “The power, ability or instinct to begin or to follow through with a plan or task: enterprise or determination.”

As a Manager both you and your direct reports can operate or manage at five levels of initiative -

1. Wait to be told what to do.
2. Ask what to do.
3. Recommend and then take action.
4. Take action but advise at once.
5. Take action on your own and routinely report.

Initiatives 1 and 2 should be *outlawed* in your organization. *Never permitted!* With levels 1 and 2 you have no control over what you will be told. The very least you should do is recommend what action should be taken – Initiative 3.

As a Manager you should work out with each of your direct reports what level of Initiative you want them to use with each of their Accountabilities. As you become more confident in their decisions and recommended actions you can move towards Initiative 5.

As a manager you are paid to solve your problems not to have someone else do it for you. The same goes for your direct reports. Remember the following procedure – “*Here is the problem – here are the causes – I see three actions that can be taken – I recommend solution two.*” This is initiative three in practice. Initiative four – “*Here was the problem – here were the causes – here were the solutions – I took action two yesterday.*”

Initiative five – solve your problems as they arise and routinely report on the action taken. This is highest level of Initiative that can be achieved by you and your direct reports. Constantly work towards the level five initiative.

Thoughts on China

The Chinese Shanghai stock index has nearly quadrupled in value over the last two years. From its closing price of 1072 on 5/20/05 to its close of 4180 on 5/25/07, the foreign stock index has gained +290%. (Source BTN Research)

John’s Jottings

The Activity Trap

How busy are you? Real busy, you say. You’re going from sun-up to sun-down, you say; and in the summertime that’s a long day. You have meetings with co-workers, direct reports, boss, customers, distributors, regulators, etc. Well, check the following:

Are people hard at work on their own goals, but those goals aren’t contributing to company goals? Are sales going up, but profits going down, for instance?

Are new products delayed? Are large pay rewards going to people who aren’t producing the right mix and quantities of products needed for the best marketing mix? Are the biggest contributors to profits also the highest paid salespeople?

Are new business opportunities UN-exploited, but people are getting ever-higher rewards for doing the same old things? Is there a widening amount of jurisdictional fighting and bickering among units, which are costing the company money?

Are people spending more time on “cover your anatomy” rather than watching the goals, customer needs and the company plan? If you see these things going on, you may be in the ACTIVITY TRAP.

The ACTIVITY TRAP is a situation that occurs when people become so involved in activity they lose sight of the reasons for the activity. The activity becomes an end in itself. The motion becomes more important than the goal, the means more important than the end. THIS IS A DANGEROUS CONDITION!

It’s easy to get in the ACTIVITY TRAP. You start out striving for what was once upon a time a vital, exciting, important goal. In an amazingly short time people forget the goal, but keep up the activity. Times change; situations change, but people may not change. BEWARE THE ACTIVITY TRAP!

How do you get out? Agree with your people on the 7 to 10 most important accountabilities each has and how you will assess their efforts. Workout what the expected results must be in light of each indicator. Then, most importantly, review their progress at least once per quarter.

THIS IS THE ONLY WAY TO AVOID THE ACTIVITY TRAP!