

Happy June 1st

Almost half the year is behind us. 152 days completed and only 213 days before 2008!

Congratulations

The **C. Lee Cook Company**, 916 S. 8th Street, Louisville, KY 40203 and the Machinists Union were honored to win the University of Louisville Labor-Management award for 2007. The award is given to one company each year in all of Kentucky and Southern Indiana. C. Lee Cook is the smallest workplace to ever win, as well as the first to win in the first year of their nomination. The Ford Motor Company and UPS are past winners. **YORK, Don** – (EMP-10) – President – Bus – 502-515-6913 - dyork@cleecook.com and **GRACE, Tom** – (EMP-12) – Director of Operations – Bus – 502-515-6961 - tgrace@cleecook.com and **McCURDY, Ernest** – (EMP-13) – Director Sales & Engineering – Bus – 502-515-6951 - emccurdy@cleecook.com are to be commended for this unique achievement.

KELLEY, Mike - (EMP-16) - is now Senior Vice President Operations – Global Enterprise, CommScope, 3642 U.S. Highway 70 East, Claremont, NC 28610 - mkelley@commscope.com. Bus – 828-459-5742.

REGER, Dave – (IMP) – is now District Manager – Volvo Construction Equipment, 7145 Linn Cove Ct., Roanoke, VA 24018 – Fax – 540-774-4704 – Cell – 704-905-2369 – dave.reger@irco.com.

RINGHOLM, Eric – (PSP-5) - is now Director - Pneumatic Automation Product Management - DE-STA-CO, 904 S. 24th St., Allentown, PA 18103 – Bus - 610-295-7150 - eringholm@destaco.com.

Correction – May Newsletter

GINWALA, Kymus – (IMP) - 11 Mark Place, Greenbrae, CA 94904 – Correct phone number is Bus - 415-925-9043 – kymus@global.net.

Some Things To Think About

- Approximately 5 out of every 6 jobs (84%) held by Americans are service related as opposed to construction or manufacturing jobs. (Dept. of Labor)
- The Chinese Shanghai stock index has nearly quadrupled in value over the last 2 years. From the closing price of 1072 on 5/25/05 to its close of 4180 on 5/25/07, the foreign stock index has gained +290%. (BTN Research)

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 eleven openings 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 — Bray, 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

It's Predictable

You'll know when you're ready to be promoted. When you have one day a week to do nothing but long range planning and you have at least one or two people developed who can do your job as well, if not better than you.

The more you hire people better than yourself the faster you will move up.

e-Addiction

Beware – there is a new addiction that is sweeping the United States and probably the world. It is described as “e-Addiction” – short for email Addiction.

I find it interesting that our seminar participants complain about the amount of email they receive on a daily and even hourly basis. Yet I find that most managers answer their email almost instantly once it is sent. It makes me wonder if they are sitting at their computers just waiting for something to arrive. My conclusion – that is exactly what is happening! From Presidents on down everyone is hoping that someone needs them enough to contact them.

We are in a “move less” society. We sit in our offices and don’t move – we don’t walk around – we even send an email to the person in the office next to us. In the old days when people communicated by mail or by memo we were usually interrupted only twice a day to go through the mail. Even inter-office memos weren’t delivered immediately – you had to wait for the “mail-boy” to make his rounds with the internal mail.

When I was managing for a living I had a secretary. She opened the mail and decided what was important and urgent enough for me to handle – she did the rest. She also answered my phone and made the same type of decision. She also filed the paperwork. I have come to the conclusion that all new hires – from Presidents on down – should be given secretarial tests! How fast do they type - with accuracy? Do they know how to file documents? Since they are their own receptionists – how do they sound on the phone and how do they handle the telephone?

Whenever I raise these questions in class I hear the “delightful rationalization” – “it might be important – I have to handle it right away!” During my recent knee replacement I am glad my Doctor didn’t take his cell phone into the operating room on the basis that every call might be important. (At least I don’t think he did!)

The cure for “e-Addiction” – look at your email only twice a day – first thing in the morning and the last thing at the end of the day. The rest of the time you should doing the job you are paid to do – working on the “urgent and important” items.

“Blessed are they that run in circles for they shall be known as wheels.” Anonymous

John’s Jottings

Remember the two fundamental premises of long range planning? First - you can’t predict the future. Second - you can’t control the future. All you can do is contemplate the future and develop your plans on the basis of what you think will happen.

What if you are sitting at your desk one day reflecting on recent significant accomplishments, contemplating what’s next and the phone rings. Your new boss says he wants to see you. Things have changed, there’s no longer a need for your skills and services; he wants you to leave – now. Wow, you never saw that coming!

It happens. If it happens to you, you won’t be the first. The only way to be ready for such a contingency is to accept responsibility for your career. You are the best person to manage your career. How?

Step 1 – what do you want to be doing three to five years from now? Develop a keen, precise idea about that. Be specific. What skills, competencies, etc. must an individual have to be successful doing what you want to do? How do these requirements relate to your strengths and developmental needs?

Step 2 – review your career decisions so far. See a trend? Like it? Want to extend it or change it?

Step 3 – consider how you are “wired.” What are your personal values, i.e., what’s important to you and your spouse? What motivates you? What are you intuitively good at - in other words, what are your aptitudes? All three areas are important.

Step 4 – recognize any constraints you and your family might have. These are a real part of life. Perhaps it is a special needs child; perhaps it’s your current financial situation, perhaps it’s? We all have them.

Step 5 – in light of the objectives developed in Step 1, what can you work into your present job experience to advance towards your long-range goals?

Sound familiar? It should. Need a new career manual? Call or email Tom or me. We’ll send one. And when you call and say, “It happened to me,” we’ll say, “Congratulations! Now you can make a decision solely on the basis of what’s best for you and your family!”

Are you ready for the unexpected?
