

Happy May 1st

121days behind us and 244 days till the end of the year. Nice weather should be here. Where are you?

Congratulations

FITZGERALD, John – (IMP) - Retired Jan 31, 2007 after 36 years of service with Ingersoll-Rand. He started as a technician and retired as a Vice President. *John is still skydiving!* He was part of a PA state record set last May by SOS - “Skydivers Over Sixty.” “We put together a 9 way formation and held it for 6.5 seconds - jumping from 13,500 feet.” There are about 1,100 SOS registered members from 32 countries. *(Now there’s a great hobby for you retirees and high Type A’s!)*

FREID, Bob – (IMP) – is now Owner & President – Midarome Electronics, 80 Northern Parkway West, Plainview, NY 11803 – Bus – 516-827-5421 – Cell – 516-851-2588 - midarome@optonline.net.

FRITZ, Lanz – (EMP-14) – is now President - FCP, Inc., 8850 SE Herbert Ct., Clackamas, OR 97015 – Bus – 503-722-7557 – Cell – 360-773-5002.
lanzfritz@comcast.net

GINWALA, Kymus – (IMP) - after retiring from Ingersoll-Rand is now consulting in India, Japan and South Africa. He has served on the Board of the Council of Scientific and Industrial Research in South Africa for six years and is setting up an MIT-South Africa Program. 11 Mark Place, Greenbrae, CA 94904 – Bus-425-925-9043 – kymus@global.net.

JOHNSON, James A. - (Jim) – (EMP-5) – is President – Strategic Growth Partners Ltd., 5475 Haft Road, Cincinnati, OH 45247 - Bus – 513-598-6175 – Cell – 513-315-9109 - jjohnson8@cinci.rr.com.

McBRIDE, Steve – (PSP-2) – is now Sales Manager, North America - DE-STA-CO/Robohand, 8 Carnegie Court, Caledonia Ontario, Canada N3W 2M8, - Cell – 905-517-0403 – smcbride@destaco.com.

McGRATH, Shaire – (EMP-16) – Global Client Director – CommScope, Inc., 13672 S.W. Willow Top Lane, Tigard, OR 97224 – Cell - 503-860-2758 - was awarded the prestigious NAR New Business Creation Award at CommScope’s Global Sales Conference. Oh yes, she’s also engaged! smcgrath@commscope.com

PETERS, Scott – (EMP-12) – is now Vice President Sales & Marketing – DE-STA-CO, 113 Sunday Haus

Congratulations – con’t.

Lane, Highland Village, TX 75077 – Bus – 780-485-4235 – Cell – 780-722-0446 – speters@destaco.com.

STANCZYK, Matt – (EMP-5) - is now President, ST Design, LLC, 100 Technology Drive, Ste 207, Trumbull, CT 06611 – Bus – 203-459-4000 – Cell – 203-455-4475 – mstanczyk@stdsn.com.

Seminars in 2007

Executive Management Programs

Class 17 - Closed

➔ Week 1 – May. 14 – 18, 2007 ←

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

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

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

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

“Learning is its own exceeding great reward” William Hazlitt

Winning & Accountability

The University of Tennessee Lady Vols basketball team won their 7th NCAA national championship in March. Following is an article from the News Sentinel in Knoxville, TN under the headline – “Lady Vols sign pact of Accountability.”

On January 5, the evening before Tennessee played at Connecticut; the players negotiated and then signed what they call the “Lady Vols Pact.”

“It’s just eight things that might seem like common sense,” junior center Nicky Anosike said Monday. “It’s just little things like listening to your teammates when they give advice or giving 100 percent at both ends of the floor.”

“I just felt we were selling ourselves short. Yeah, we were winning, but we felt we could be so much better.” Anosike was the instigator. Various issues were discussed and some eliminated. Signing was voluntary, but everyone did. Then Anosike gave everyone a printed copy. “I just felt it would be more concrete if we had it on paper,” she said. “I don’t like BS-ing around.”

For a while, the team recited the list in the locker room prior to games. The players no longer consider that necessary. “It’s a given now,” said Anosike. The pact was a player’s only arrangement, which is fine with head coach Pat Summitt. “I pick and choose what I really want to know,” Summitt said. “That’s their deal, but obviously it’s been effective for them.” *Obviously!*

“It helped,” said forward Alexis Hornbuckle, “because we’ve learned how to be accountable. Coaches can hold you accountable. Everyone in the stands can hold you accountable but things don’t start clicking until you hold yourself accountable and hold your teammates accountable.”

(In-House seminar participants will recognize this as an RIO – Responsibilities, Indicators & Objectives. Current participants – an Accountability Plan.)

The U of TN women’s softball team – rated number 1 in the nation for the past twelve weeks – picked up the Accountability idea from the basketball team and has developed their own Accountability Plan. It is on a poster in their dugout – in their locker room and they all recite it after every practice and before every game. Undefeated in 26 straight games – 51 – 2 record.

John’s Jottings

Leadership. We all talk about it. We say we want it. We think we give it.

What is it? How would we know it when we see it? What is it we give when we give it?

Drucker says Leadership is mundane, unromantic and boring. But, its essence is performance.

In his book Managing for the Future - Drucker says it is work; if it is work, it can be defined, broken down. Here’s what he says it is.

First, the foundation of leadership is thinking through your organization’s goals and mission. It must be defined and clearly established and communicated. As the leader you must set goals, priorities and maintain the standards. As the leader your first task is to trumpet a clear sound.

Are you an effective leader? According to Drucker you are if when reality forces compromise these compromises are still compatible with your mission and goals, not distractions from your original mission and goals.

You are if you hold fast to your basic standards exemplifying them in your own life.

Secondly, effective leaders see leadership as a responsibility rather than a privilege. When things go wrong, they accept responsibility; they do not blame others.

Effective leaders look for strength in subordinates and push them, takes glory in their accomplishments.

Finally, effective leaders have earned the trust of those being led. As Drucker says, to trust a leader, it is not necessary to like him/her; nor to agree with him/her. Trust is the conviction that the leader means what he/she says. A leader’s actions and a leader’s professed beliefs must be congruent, or at least compatible. Effective leadership is not based on being clever; it is based primarily on being consistent.

How do you check out on these points?

Do you work for a true leader? Tell him or her you appreciate their leadership. Reinforce it. Pass it on.

“The real leader has no need to lead – they are content to point the way.” Henry Miller