

Happy November 1st

It's almost over – fiscal year 2007 that is. Only 60 more days left in this year. Have you examined how you have performed as a manager this year?

Congratulations

BOERGERS, Tom – (IMP) – is now in charge of Special Projects for Atlas Copco CMY USA LLC, 8510 N 82nd Street, Scottsdale, AZ 85258 – cell 602-614-7111 – tom.boergers@us.atlascopco.com

BRODELL, Mark – (EMP-15) – is now Technology Services Manager for GE Healthcare's electronic medical records group – brodell@yahoo.com.

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JONES, Brian – (ALP-3) – is now Vice President Business Development – Seitz Corporation, 212 Industrial Lane, Torrington, CT 06057 – Bus – 860-489-0476 x110 – Fax – 860-482-6616 – Cell – 860-480-4639 - brian.jones@seitzcorp.com.

Tragedy

HOANG, Thao – (EMP-7) – had his home burned to the ground by one of the California wild fires. Thao is Vice President Engineering Aerospace/Military Products, Circle Seal Controls, Inc., 2301 Wardlow Circle, Corona, CA 92880 - Bus – 951-270-6475 - Cell – 909-730-2401 - thoang@circleseal.com. Our prayers and thoughts are with Thao and his family.

European Program

Several clients have suggested we consider a European Executive Management Program. You can assist us by answering the following two questions - 1. Do you have participants for such a program? 2. What suggestions do you have to facilitate this program? Please contact John Barnes at - (423) 504-5641 - john@jbarnesconsulting.com or Tom Stevens at (865) 458-3429 - inmco@mindspring.com. Tentative schedule would be –

- ➔ Week 1 – Apr. 07 – 11, 2008 ←
- Week 2 – Jul. 07 – 11, 2008
- Week 3 – Nov. 03 – 07 2008
- Week 4 – Jan. 19 – 23, 2009
- Week 5 – Mar. 30 – Apr. 03,

Seminars in 2007 – 2008

Executive Management Programs

Class 20 - CLOSED

- ➔ Week 1 – Mar. 10 – 14, 2008 ←

Class 21

- ➔ Week 1 – Jun. 23 – 27, 2008 ←
- Week 2 – Sep. 08 – 12, 2008
- Week 3 – Dec. 15 – 19 2008
- Week 4 – Mar. 23 – 27, 2009
- Week 5 – Jun. 08 – 12, 2009

There are six openings left in this class. To enroll participants please contact Tom Stevens at (865) 458-3429 or - inmco@mindspring.com.

Class 22

- ➔ Week 1 – Aug. 11 – 15, 2008 ←

Class 23

- ➔ Week 1 – Oct. 13 – 17, 2008 ←

Class 24

- ➔ Week 1 – Dec. 1 – 5, 2008 ←

Professional Sales Programs

Class 8

- ➔ Week 1 – Mar. 03 – 07, 2008 ←
- Week 2 – Jun. 16 - 20, 2008
- Week 3 – Oct. 27 – 31, 2008
- Week 4 – Feb. 16 – 20, 2009

(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 9

- ➔ Week 1 – Aug. 18 – 22, 2008 ←
- Week 2 – Nov. 17 - 21, 2008
- Week 3 – Mar. 16 – 20, 2009
- Week 4 – Jul. 13 – 17, 2009

OVERLOAD - As the 78 million individuals defined as “baby boomers” (i.e., persons born between 1946-64) enter their retirement years, an estimated 10,000 Americans a day will become eligible for Social Security benefits over the next 20 years (source: Social Security).

The Work of the Manager

Managers can improve their performance by increasing their functioning in the six basic activities in the work of a manager.

- Managers, in the first place, *set objectives*. They determine what the objectives should be. They determine what the expected results of each objective should be. They decide what has to be done to reach these objectives. They make the objectives effective by communicating them to the people whose performance is needed to attain them.

- Second, managers *organize*. They analyze the activities, decisions and relations needed. They classify the work. They divide it into manageable activities and further divide the activities into manageable jobs. They group these units and jobs into an organizational structure. They select people for the management of these units and for the jobs that must be done.

- Next, managers *motivate* and *communicate*. They create a team of people who are accountable for the various jobs.

- The fifth basic element in the work of the manager is *measurement*. The manager establishes precise yardsticks – and few factors are as important to the performance of the organization and every person in it as are these measurements.

- Finally, managers *develop* people, including themselves.

ACTION – Take a moment and measure yourself on a scale of 1 → 5 - (1 is low – 5 is high) - on how you have done this year in *Setting Objectives, Organizing, Motivating, Communicating, Measuring and Developing*. Is your score 30? – If so, congratulations! If it is less than 30 what must you do better in 2008 to improve yourself as a manager?

VERY FAST MAN - Haile Gebrselassie of Ethiopia set a world record in the Berlin marathon on Sunday 9/30/07. Gebrselassie averaged just under a 4:45 mile pace for the 26.2-mile race (source: BTN Research).

A LONG LIFE, BUT NOT THE LONGEST - The life expectancy of a new-born American baby is 77.9 years today. However, the USA ranks only 42nd in terms of life expectancy at birth among all countries (source: Center for Disease Control)

John's Jottings

How to develop the confidence of independence.

Do you ever wish you could say what was really on your mind? I don't mean a temperamental outburst, but rather an honest expression of doubt, concern, or simply another idea or perspective. But you didn't, or don't feel that you can, because it's not "politically correct" to do so. If you did you might run the risk of your boss's rejection; or the rejection of your boss's boss. You think you might be labeled "trouble maker," "not a team player," or something else equally intimidating.

So you examine your own situation. Perhaps your reluctance stems from a realization that if you are not a "team player" you run the risk of losing your job. If you were to lose your job, you might not be able to afford the house you live in, the car you drive, the schools you send your kids to, or any other of a number of things you have become used to – all financed by a level of debt such that you have no alternative but to preserve your income stream without interruption - at the cost of subordinating your creativity, ingenuity, and adventuresome spirit to economic necessity. Oh, you say, to be independent!

You can gain the confidence of independence! Yes, you can.

Here's how. Start **TODAY** to save 5% of all money you receive. Write your check to yourself for 5% first. Put it in some savings account or money market fund. Every time you receive money - a paycheck, a bonus, an inheritance, a tax refund, whatever, put away 5%. It'll add up faster than you think. If you start this while in your 30s, by the time you reach your midlife, you'll have the resources to take calculated risks - and work because you enjoy it, not because you have to. You'll be able to weather changes, both expected and unexpected, with the confidence of the financially independent.

Want to gain this independence more quickly? Every day throw your change and dollar bills into a can, or planter. You'll be surprised how fast it adds up! I once visited a person that had a four-foot tall planter in his foyer, full to the top with change. It took a forklift to get it out of the house! All in less than ten years, thousands of dollars, he said!

Start **TODAY!** You can do it! Yes, you can!!

Readers' Corner

Five Frogs on a Log: A CEO's Field Guide to Accelerating the Transition in Mergers, Acquisitions, and Gut Wrenching Change by Mark L. Feldman and Michael F. Spratt ©1999

Five Frogs on a Log offers readers an entertaining and no-nonsense field guide to the mergers and acquisitions jungle, packed with insight and instruction for executing corporate change and capturing shareholder value. Whether you're buying another company or acquiring a new vision of the future, this book proffers an unconventional perspective and a practical, readily accessible set of solutions to the single greatest challenge facing today's managers, executing rapid transitions in mergers, acquisitions and gut wrenching change.

Designed for corporate managers and CEO's caught up in the whirlwind of change, every chapter provides accessible ideas and wisdom for navigating the most demanding business transitions. The authors offer a unique hands-on perspective based on their work with top Fortune 500 firms. As they state: "Increasingly, they that win are those that learn faster, act quicker and adapt sooner. They will compress time by making and executing early, informed decisions about economic value creation, ruthless prioritization and focused resource allocation. They will use these decisions to take early firm stands on management deployment, organization structure and culture. Their actions will increasingly be linked to long-term, sustained economic value creation."

The advice and expertise offered in this book can be used to solve a range of operational problems from speeding up new product development to merging two businesses; from changing company culture to repositioning a business in a whole new marketplace. Whatever the challenges and opportunities facing you, your company, your industry, Five Frogs on a Log will move you from deciding to doing.

Submitted – YOUNG, Sandra – (EMP-10) - Vice President Marketing - CommScope, Inc., 3642 Highway 70 East, PO Box 879, Claremont, NC 28610-0879 - Bus – 828-459-5706 - Fax – 828-459-5099 - Cell – 828-244-9166 - svyoung@commscope.com.

Strange but True

His name was Fleming, and he was a poor Scottish farmer. One day, while trying to make a living for his family, he heard a cry for help coming from a nearby bog. He dropped his tools and ran to the bog. There, mired to his waist in black muck, was a terrified boy, screaming and struggling to free himself. Farmer Fleming saved the lad from what could have been a slow and terrifying death.

The next day, a fancy carriage pulled up to the Scotsman's sparse surroundings. An elegantly dressed nobleman stepped out and introduced himself as the father of the boy Farmer Fleming had saved. "I want to repay you," said the nobleman. "You saved my son's life." "No, I can't accept payment for what I did," the Scottish farmer replied waving off the offer. At that moment, the farmer's own son came to the door of the family hovel. "Is that your son?" the nobleman asked. "Yes," the farmer replied proudly. The nobleman said, "I'll make you a deal. Let me provide him with the level of education my own son will enjoy. If the lad is anything like his father, he'll no doubt grow to be a man we both will be proud of."

The nobleman carried through on his offer. Farmer Fleming's son attended the very best schools and in time, graduated from St. Mary's Hospital Medical School in London, and went on to become known throughout the world as the noted Sir Alexander Fleming, the discoverer of Penicillin. Years afterward, the same nobleman's son, who was saved from the bog, was stricken with pneumonia. What saved his life this time? Penicillin. The name of the nobleman? Lord Randolph Churchill. His son's name? Sir Winston Churchill!

Submitted - BIRD, Henry – a true Irish gentleman.