

Happy October 1st

Only 83 shopping days until Christmas and 91 days before New Years Eve! Time does really fly.

Congratulations

HERD, Tom – (EMP-6) – is now Vice President Sales & Marketing – Oneida Molded Plastics LLC – 104 S. Warner St., Oneida, NY 13421 – Bus – 315-363-7990 x236 – Cell – 203-510-0052 – therd@oneidamoldedplastics.com

JONES, Brian – (ALP-3) – is now Vice President Business Development – Seitz Corp., 212 Industrial Lane, Torrington, CO 06790 – Bus – 860-489-0476 x110 – Cell – 860-480-4639 – brian.jones@seitzcorp.com.

McCURDY, Ernest – (EMP-13) – is now General Manager – Louisville Operations, C. Lee Cook, 916 S. 8th St., Louisville, KY 40203 – Bus – 502-515-6951 – Cell – 502-640-4378 – emccurdy@cleecook.com.

RIDGWAY, Jon – (EMP-9) - is now Business Director, Grade Separation Solutions - Tensar International Corporation, 5883 Glenridge Dr., Suite 200, Atlanta, GA 30328 – Bus – 404-250-1290 – Cell – 404-435-0533
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SHELTON, Erik – (EMP-10) – is now Director of Operations – OPW Fueling Components, PO Box 405003, Cincinnati, OH 45240 – Bus – 513-870-3169 – Cell – 937-329-0032 - eshelton@opw-fc.com

TRABILSY, Steve – (EMP-1) – is now President and Owner of Accurate Tank Technology, 30W771 Butterfield Road, Naperville, IL 60563 – Bus (630) - 375-6121 ext. 11 – Cell – (630) - 870-0872
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ASHBY, Roland – (PSP-1) and **SCOTT, Sean** – (EMP-2) – completed an Ironman Triathlon in Madison, WI – Swam 2.4 miles, biked 112 miles and ran 26.2 miles. Roland's third and Scott's first.
ASHBY, Roland – Business Development Manager – Nelco Solutions, 2480 Walker Ave. NW, Grand Rapids, MI 49544 – Bus – 616-574-4210 – Cell – 616-291-1005 – rashby@nelcosolutions.com. **SCOTT, Sean** - 5090 Brownstone Drive NE, Rockford, MI 49341 – Cell – 616-340-7149 – sean@scottsnwater.com.

Seminars in 2007 – 2008**Executive Management Programs****Class 19 - CLOSED**

→ Week 1 – Oct. 22 – 26, 2007 ←

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

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 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

(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 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

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

Saving Your Life!

Let's say it's 6:15 pm and you're driving home - (alone of course) - after an unusually hard day on the job. You're really tired and frustrated - you are stressed out and upset. Suddenly you start experiencing severe pain in your chest that starts to radiate out into your arm and up into your jaw. You are only five miles from the hospital nearest your home. Unfortunately you don't know if you'll be able to make it that far. WHAT TO DO!

You have been trained in CPR, but the guy that conducted the course did not tell you how to perform it on yourself!!! How do you survive a heart attack when alone? Since many people are alone when they suffer a heart attack, without help, the person whose heart is beating improperly and who begins to feel faint, has only about 10 seconds left before losing conscious.

ANSWER - Do not panic, but start coughing repeatedly and very vigorously. A deep breath should be taken before each cough; the cough must be deep and prolonged, as when producing sputum from deep inside the chest. A breath and a cough must be repeated about every two seconds without let-up until help arrives, or until the heart is felt to be beating normally again. Deep breaths get oxygen into the lungs and coughing movements squeeze the heart and keep the blood circulating. The squeezing pressure on the heart also helps it regain normal rhythm. In this way, heart attack victims can get to a hospital. (Journal of General Hospital Rochester.)

“The first wealth is health.” Emerson

“Life is an incurable disease.” Abraham Crowley

“Life is an end in itself, and the only question as to whether it is worth living - is whether you have enough of it.” Oliver Wendell Holmes

John's Jottings

Feedback. Something we say we want; something that has the power to both positively and negatively impact our motivation. Most of the time we tend to think about it in a personal sense. But what about feedback on the team's performance?

Not long ago I heard someone say he/she did not know what results his/her business produced. He/she was “just a field person” trying to do the best job possible but had no idea how the overall company was doing.

Imagine this: the football team is divided into units; some specialize in defense, some in offense, some in running, some passing, some kicking, etc. Further, imagine that “during the game” members were kept in rooms separated from each other and only called out when their specialty was needed. They ran onto the field, did their thing and went back into their room to wait the next time. Imagine the score was always a secret, the players never knew it; only the coach and the crowd. What would be the fun of that? How motivated would that team be? Most of us can't even imagine such a thing. We instantly say, “That's stupid!”

Before we cast too many stones at such a coach and his/her staff, ask yourself if you are guilty of just that. Do your team members know the score? Throughout the game, not just at the end?

Team members need to know “the score”. This is a type of knowledge that can motivate, energize and lead to driving self-improvement. If we know that others are doing essentially the same things we are but are doing them better, our competitive spirits kick in. We say, “We can too!” And we look for ways to prove it. We want to do the best we can and we want to do even better. We all think, “We are the best!”

But if we never know the score until the game is over, we lose all that potential benefit.

So ask yourself, do the various squads on my team know how they as a squad are doing? Do they know how the team is doing? Think about how you can give your team the benefit of knowing how it stacks up against the other teams. Do so in a way that drives improved performance, synergy; not destructive individual behaviors. The potential benefits from sharing this knowledge are indeed tremendous.

Readers ' Corner

“The World Is Flat: A Brief History of the Twenty-first Century”

by Freidman, Thomas L. ©2006

This book is a powerful, detailed explanation about the forces that have flattened the world and the skills we need to acquire if we are going to survive in the resulting competitive environment. Flatteners include the fall of the Berlin wall and the resulting openness between East and West; the arrival of web browsers to allow easy access to the internet; workflow software that allows for the creation of "all-world supply chains;" uploading as a way individuals can contribute to the larger community; outsourcing and the way it promoted international collaboration; off-shoring; supply-chaining; in-sourcing – (his term for integrating other companies into your own infrastructure); search tools that bring information to our fingertips and numerous technological multipliers that heighten all these effects through advances in communication, digitization, videoconferencing, etc.

Freidman gives countless detailed illustrations that make his points. We learn how Wal-Mart and UPS, Dell and Netscape do business. He describes how India and Ireland - (yes- Ireland) - have jumped ahead in high tech jobs by emphasizing superior educational opportunities. He describes how 60% of all bachelor's degrees earned in China are in Science and Engineering, compared to 31% in the U.S. He describes the role culture, politics and religion have had particularly since 9/11.

The most helpful part of the book describes the skills we will need to survive. There will always be a demand for people who are: Collaborators, synthesizers, explainers, leveragers, adapters, passionate personalizers and localizers. These high-end skills that emphasize creative thinking, problem visualization and solution can't be outsourced, digitized or automated out of existence.

Thanks to his reputation, Friedman has had access to heads of state, CEOs, top scientists and politicians across the world. The result is a solid analysis that is eye opening. "You can flourish in this flat world, but it does take the right imagination and the right motivation." – (Bob Syslo)

Submitted – KARLSSON, Peter – (EMP-10) - Sr. Vice President, Sales – CommScope - 1300 East Lookout Drive - Richardson, TX 75082 - Bus – 972-792-3400 - Cell – 214-578-2492

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“EXECUTION: The Discipline of Getting Things Done”

by Bossidy, Larry and Charan, Ron. © 2002

Execution is "the missing link between aspirations and results," and as such, making it happen is the business leader's most important job. While failure in today's business environment is often attributed to other causes, Bossidy and Charan argue that the biggest obstacle to success is the absence of execution. They point out that without execution, breakthrough thinking on managing change breaks down, and they emphasize the fact that execution is a discipline to learn, not merely the tactical side of business. Supporting this with stories of the "execution difference" being won (EDS) and lost (Xerox and Lucent), the authors describe the three building blocks: – 1. Leaders with the right behaviors; - 2. A culture that rewards execution, and 3. A reliable system for having the right people in the right jobs. These need to be in place to manage the three core business processes of people, strategy, and operations. Both Bossidy, CEO of Honeywell International, Inc., and Charan, advisor to corporate executives and author of such books as “What the CEO Wants You to Know” and “Boards That Work” present experience-tested insight into how the smooth linking of these three processes can differentiate one company from the rest. Developing the discipline of execution isn't made out to be simple, nor is this book a quick, easy read. The authors do, however, offer good advice on a neglected topic, making “Execution” is a smart business leader's guide to ensuring success rather than permitting demise. – (Ketchum --Amazon.com.)