

Happy April 1st

April is International Sex Month – always wondered when that was. April is also International Frog Month – so take your favorite frog to lunch.

Congratulations

“If it is to be – it is up to me!”

ALP = Advanced Leadership Program
CLP = CommScope Leadership Program
ELD = Enterprise Leadership Development - CommScope
EMP = Executive Management Program
IMP = In-house Management Program
MCG = Managing Change Workshop
NEG = Negotiation – CommScope Program
PSP = Professional Sales Program

KENNEDY, Mark - (EMP-45) – is now Director, Human Resources – Hillphoenix Consolidated Systems, 2016 Gees Mill Rd., Conyers, GA 30013 – Bus – 770-285-3129 – Cell – 404-655-9119 – mark.kennedy@hillphoenix.com.

REBERNAK, Thomas – (EMP-41) – is now President – Trans-Chemco, Inc., 19235 84th St., Bristol, WI 53104 - Bus – 262-857-2363 - Cell – 706-399-7775 - trebernakjr@bellsouth.net.

SMITH, John – (EMP-38) – Is now Manager Research & Validation – Heil Environmental, 106 45th St. NE, Ft. Payne, AL 35967 – Bus – 256-304-2206 – Cell – 256-476-7142 – josmith@doveresq.com.

WESSELS, Rob – (EMP-10) – Vice President Cable R & D – CommScope Inc., 3642 Highway 70 East, Claremont, NC 28610 - Bus 828-459-5056 – Cell – 828-320-1491 - rwessels@commscope.com – was reelected Chairman of the Board of the International Wire & Cable Symposium. IWCS produces a technical symposium preceding an exhibition to showcase developments in the communications cabling industry.

Public Service Announcement

The United Nations Internet Security Commission – (**UNISC**) - has designated April 30 as North American “**Internet Cleansing Day**.” The internet will be shut down for 24 hours while the world’s fastest computer at the Oak Ridge, TN National Atomic Laboratory will begin the cleansing. With the addition of “**Cloud**” storage the internet is becoming clogged by memory dumps, old prefetch data, caches, temp files, etc. Computer users are being asked to shut down their computers from 12:01 am April 30 until 12:01 am April 31. This shutdown includes all types of electronic products, cell phones, notebooks, portables, etc. The UN requests your cooperation in this internet cleansing process. After completion you will observe a faster internet response time. Failure to turn off your electronic devices for 24 hours could cause a deletion of all data including the <http://www.ahctog.htm> registry files.

2014 → 2015 Seminars

Executive Management Program

CLASS 47

► **Week 1 – Jun 16 – 20, 2014** ◀

Week 2 – Sep 15 – 19, 2014
Week 3 – Dec 08 – 12, 2014
Week 4 – Mar 16 – 20, 2015
Week 5 – Jun 15 – 19, 2015

CLASS 48

► **Week 1 – Oct 13 – 17, 2014** ◀

Week 2 – Jan 19 – 23, 2015
Week 3 – Apr 13 – 17, 2015
Week 4 – Jul 13 – 17, 2015
Week 5 – Oct 19 – 23, 2015

CLASS 49

► **Week 1 – Feb 09 – 13, 2015** ◀

Week 2 – May 18 – 22, 2015
Week 3 – Aug 17 – 21, 2015
Week 4 – Nov 16 – 20, 2015
Week 5 – Feb 15 – 19, 2016

(To enroll participants in any class please contact Tom Stevens at inmco@mindspring.com.)

Chronological Class Calendar

2014

EMP 46/2 • MAY 19 – 23
► **EMP 47/1 • JUN 16 – 20** ◀
EMP 45/4 • JUL 21 – 25
EMP 46/3 • AUG 11 – 15
EMP 47/2 • SEP 15 – 19
EMP 45/5 – OCT 06 – 10
► **EMP 48/1 – OCT 13 - 17** ◀
EMP 46/4 – NOV 17 – 21
EMP 47/3 – DEC 08 – 12

2015

EMP 48/2 – JAN 19 – 23
► **EMP 49/1 – FEB 09 – 13** ◀
EMP 46/5 - FEB 16 – 20
EMP 47/4 – MAR 16 – 20
EMP 48/3 – APR 13 – 17
EMP 49/2 – MAY 18 – 22
► **EMP 50/1 – JUN 08 – 12** ◀
EMP 47/5 – JUN 15 – 19
EMP 48/4 – JUL 13 – 17
EMP 49/3 – AUG 17 – 21
EMP 50/2 – SEP 14 – 18
► **EMP 51/1 – OCT 12 – 16** ◀
EMP 48/5 – OCT 19 – 23
EMP 49/4 – NOV 16 – 20
EMP-47/3 – DEC 08 - 12

“There is all the difference in the world between treating people equally and attempting to make them equal. The first is the condition of a free society, the second means a new form of servitude.”

Fredrick von Hayek

Steven's Statement

Arctic-Aire Opportunity

As many of you know John and I obtained the North American distribution rights to Italian Spaghetti Trees four years ago – (see the April 1, 2010 Newsletter.) We are happy to report that our franchisees are reporting record harvests, revenues, and profits. Unfortunately all of the locations have been sold.

However, we can now report a new franchise opportunity. As you are aware the atmosphere is becoming more and more polluted. Various gases and particulates are filling the air. This is resulting in an epidemic of bronchial related illnesses. Thanks to a breakthrough in Nexuistic Hydro-regeneration a remedy is now here.

In six months, Arctic-Aire, Ltd. will begin bottling clean, pure arctic air and shipping it to North America. They are able to capture large quantities of pure arctic air, hydro-regenerate, condense, and bottle it. This pure arctic air comes in containers similar to those used for bottled water. One bottle, uncapped and the air released in your home twice a day will provide 24 hours of pure, safe breathable arctic air.

People have learned the advantages of bottled water to keep them healthy. Millions of bottles of water are sold daily. Now people will learn that two bottles of Arctic-Aire a day will also keep them and their families healthy.

This arctic air will be available from either the North or South Pole. Each having its own refreshing and distinctive odor. Franchises are available for either the North Pole air or the South Pole air – Dual distribution for both Poles is also available. A special discount will be offered to our Spaghetti Tree Franchisees for their loyalty. To get in on the ground floor of this amazing technological breakthrough and also to pinpoint your preferred geographic franchise location contact either John or me immediately.

=====

“No business opportunity is ever lost. If you fumble it, your competitor will recover it.”

=====

You First Heard It Here

The US Post Office is implementing “RA” or “Reverse Addressing” as a result of research done by Southern North Dakota University. Americans read from left to right and top down. When addressing letters we do just the opposite. Under “RA” my address will now be -

37774 TN, Loudon
Chota Shores Way 120
Stevens, Thomas

According to the University research this simple change will allow the Post Office to scan and route letters and packages four times as fast thus saving \$310 Billion in 2014 alone. There will be a thirty-day practice period. After that, any letter or package not addressed using the “Reverse Address” method will be returned to the sender as undeliverable.

=====

“Imagination rules the world.” Napoleon Bonaparte

=====

John's Jottings

On a recent trip, while in the Memphis airport waiting for a connecting flight to Chattanooga, I ran into the Management Fool. It was almost a year ago to the day when I first met him. Seems he was on a trip to wherever fools go for their quarterly meetings. Where? I wasn't listening that close.

After the usual exchange about family and personal welfare, he shared his latest musings with his usual shock approach. “Managers are a bunch of arrogant so-and-so's,” he said. “I'm glad I'm not one and I'm really glad I don't have one,” he ranted.

After recovering I told him that I was a manager, and that I knew lots of managers and none of them were arrogant. They all took their responsibilities very seriously. What was he talking about?

“Consider how they develop their people,” he said. “How do you think they do that,” he asked.

I responded that most managers develop goals and objectives with their direct reports and then give them the freedom and time to achieve them. Periodically they reviewed progress and provided assistance when and where needed.

“Aha,” he exclaimed! “That's exactly what I thought you would say. But you're naïve - you're wrong! That's what they say they do - but that's not what they really do.”

I bristled at the vehemence of his response, and had to listen carefully to be sure I understood what he was saying. (Somewhere I had heard that good listening requires one to keep her/his emotions under control. Now I knew why.)

Getting really edgy I asked what he meant. He said managers tell their direct reports what their goals and objectives are. Then they proceed to tell them how to do their job, hiring consultants and all that, instead of letting their people do it on their own.

Further, he said, managers never give their direct reports a chance to say how they are doing and what they need to do their job better. Managers even go around their direct reports as if they weren't even there. They change their mind and they NEVER talk with their people about their performance. They may even send a short note to Human Resources once a year to be put in the employee's file, but don't count on it. In addition, to add insult to injury they never talk with their people about their career aspirations and almost never promote from within.

“No way,” I said. “I don't know any managers like that.....do I? Do you?”

=====

“Any resemblance to living managers is done on purpose.” J. Barnes

=====

“The conventional definition of management is getting work done through people, but real management is developing people through work. You are only as good as the people you develop.”

=====

Follow Your Dream

In the early 80's a momentous event occurred. I entered the classroom ready to start week one of a new Executive Management Program and there sat the very first female participant and later graduate of the Program. Up until Dr. Jo SHEN arrived, every participant had been male.

Several years after graduating, Jo's company - (Syntex) - was acquired and she was faced with a decision. She could stay on or leave with a generous separation package. Jo decided to leave her position as Vice President Pharmaceutical Technology & Operations and follow her dream of building a top-of-the-line, international pharmaceutical ingredient company. Her severance package gave her three years to find the money to build this company. She began calling on individuals and venture capital companies in a quest for funds. In the last month of her three-year severance the last piece of financing fell into place.

Jo went to Taiwan and began building her dream company. Today, 30 years later, Dr. Jo Shen Founder, CEO and President heads ScinoPharm Taiwan Ltd. in southern Taiwan. ScinoPharm specializes in developing high potency oncological API's for the generic industry in the US, Europe, and Japan. They also do contract manufacturing for multinational corporations. They have the capacity to produce one milligram up to metric tons. They work with over 300 clients and their products are found in over 60 countries.

ScinoPharm is qualified by the US's FDA, Europe's EMA, Japan's PMDA, and Australia's TGA. They have two plants, one in Taiwan, and one in China - (outside of Shanghai.) In June 2012, they began construction of a high potency cytotoxic injectable plant - (US \$37.6 million) - on the company's 6.6-acre campus at the Tainan Science Park. The company went public two years ago on the Taiwan Stock Exchange - (TSEC) - and the current market cap is about US \$2 billion. Their symbol is 1789.

In a recent email, Jo was very kind with the following statement, "The training at your seminars has been the foundation of my management style. In fact, about 15 years ago, I started similar in-house training to develop our management team and to ensure succession planning. Currently, we have about 1,000 employees, and a very dedicated and loyal team, with more than 250 being with us for more than 10 years."

Go to www.scinopharm.com for a detailed look at Jo's company plus great videos of their facilities and operation.

Jo commutes once a month between Taiwan and California, to visit her family including her mother - (90 years old), daughter, and two grandsons - (ages 1 and 4.) Jo stated, "God has been very generous in giving me endless opportunities and challenges."

SHEN, Dr. Jo - (IMP) - Founder, CEO, President - ScinoPharm Taiwan Ltd., No. 1, Nan-Ke 8th Rd., Tainan Science-Based Industrial Park, Shan-hua, Tainan County, Taiwan, ROC 741 - Bus - 8866-508-2888 - Cell - 886-912-792-888 - jhshen@aol.com.

April Facts

- April 3, 1860 the Pony Express began to deliver mail from St. Joseph, MO, to Sacramento, CA - it took ten days.
- April 15, 1912 the Titanic sank.
- April 18, 1906 was the great San Francisco earthquake and devastating fire. Over 3,000 people died and 80% of the city was destroyed.
- April 28, 1789 the mutiny on the British Royal Naval ship HMS Bounty took place. Captain William Bligh and 18 seamen were set adrift in a 23' open boat. They landed 47 days later on the island of Timor in the Dutch East Indies. They had traveled 3,600 nautical miles with only a quadrant and a pocket watch - no compass or charts.

Scams

"Scam - to swindle someone by means of a trick."

The Better Business Bureau and the Attorney Generals of several states are warning consumers of a phone scam that costs victims \$20 or more per call. It works like this - your phone rings once, leaving you a notice of a missed call from an unfamiliar number. When you call back, you're charged \$19.95 for an international call, plus \$9 per minute for however long you stay on the line. What keeps the scam going is the average person's "unquenchable curiosity" about a mysterious missed call. These are computer robo-calls made by the thousands. The scammers assume, correctly, that a certain percentage of people will respond. Be alert - don't respond to an unknown one ring missed call.

Missing Persons

Since INM was founded, we have had over 9,500 managers take our programs. We have lost track of some participants. If you know the whereabouts of any of the following individuals, we would appreciate hearing from you.

Hubbard, Gary - EMP-11	Lane, Robert - EMP-22
Hughey, Scott - EMP-9	Lee, Frank - EMP-05
Hunt, Mark - EMP-02	Macauley, Dan - EMP-18
Hunter, Jeff - EMP-24	MacLeod, Jacqui - CLD-03
Jackson, Dave - EMP-18	Marble, Tom - EMP-11
Jess, Chris - EMP-40	Martin, David - MCG-1
Jones, Rick - EMP-02	McCowan, Tim - PSP-07
Kalkowski, Kal - EMP-09	McSpadden, David - EMP-21
Knous, Chris - EMP-07	Meneses, Fernando - PSP-06
Kemper, Sandra - EMP-10	Moyer, Sharon - EMP-16
Kolbeck, Tim - ALP-01	Murdock, Susan - ALP-02