

Happy December 1st

John and I would like to take this opportunity to wish everyone a very *Merry Christmas* and a *Happy New Year*. We have enjoyed meeting and working with the new Executive Management participants and also maintaining a dialogue with a number of graduates. Please continue to keep us updated on your 2013 adventures and activities.

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 Programs
MCG = Managing Change Workshop
NEG = Negotiation Program - CommScope
PSP = Professional Sales Program

ANDINO, Kevin – (EMP-24) – is now Director of Quality – Strata Proximity Systems, 8995 Roswell Rd., Sandy Springs, GA 30350 – Bus – 770-321-2506 - Cell – 770-827-1337 –

kandino@strataproximity.com.

MOLLOY, Jim – (EMP-31) is now Vice President Digital Development - DeanHouston, Inc., 659 Van Meter St, Suite 510, Cincinnati, OH 45202 - Bus - 513-421-6622 - Cell - 513-235-9227 –

jmolloy@deanhouston.com

WARD, Jeff – (EMP-21) is now General Manager – L & W Engineering Plant 11, 2357 W. Jefferson St., Grand Prairie, TX 75051 – Bus – 972-400-4250 – Cell – 214-317-3155 – jward@weng.com.

Correction

HUNTER, Dave – (IMP) – is Regional Manager, Southeast and not the Southwest – Sany America, 318 Cooper Circle, Peachtree City, GA 30269 – Bus – 678-251-2810 – Cell – 404-955-5720 – dhunter@sanyamerica.com.

Professional Sales Program

Class 13 of the Professional Sales Program will start INM's New Year – January 14 → 18, 2013. Email John Barnes at john@barnesconsulting.com or call 423-504-5641 for details or enrollment.

“The reward of a thing well done is to have done it.”
 Emerson

Seminars Starting In 2013**Executive Management Programs****Class 43**

- ▶ **Week 1** – Feb. 11 – 15, 2013 ◀
- Week 2 – May 06 – 10, 2013
- Week 3 – Aug. 19 – 23, 2013
- Week 4 – Nov. 11 – 15, 2013
- Week 5 – Feb. 17 – 21, 2014

Class 44

- ▶ **Week 1** – May 13 – 17, 2013 ◀
- Week 2 – Sep. 09 – 13, 2013
- Week 3 – Dec. 16 – 20, 2013
- Week 4 – Mar. 17 – 21, 2014
- Week 5 – Jul. 14 – 18, 2014

Class 45

- ▶ **Week 1** – Aug. 26 – 30, 2013 ◀
- Week 2 – Nov. 18 – 22, 2013
- Week 3 – Mar. 10 – 14, 2014
- Week 4 – Jul. 21 – 25, 2014
- Week 5 – Oct. 06 – 10, 2014

(To enroll participants in any class or to obtain detailed information please contact Tom Stevens at inmco@mindspring.com or call 865-458-3429.)

Chronological Calendar – 2012 & 2013

PSP 12/3 – DEC 03 – 07

EMP 40/4 – DEC 10 – 14

HAPPY NEW YEAR!

2013

PSP 13/1 – JAN 14 - 18

EMP 39/5 • JAN 21 – 25

▶ EMP 43/1 • FEB 11 – 15 ◀

EMP 41/3 • FEB 18 – 22

EMP 42/2 • FEB 25 – MAR 01

PSP 12/4 & EMP 40/5 • MAR 18 – 22

PSP 13/2 – APR 29 – MAY 03

EMP 43/2 • MAY 06 – 10

▶ EMP 44/1 • MAY 13 – 17 ◀

EMP 41/4 • MAY 20 – 24

EMP 42/3 • JUN 10 – 14

EMP 41/5 • AUG 12 – 16

EMP 43/3 • AUG 19 – 23

▶ EMP 45/1 • AUG 26 – 30 ◀

EMP 44/2 • SEP 09 - 13

EMP 42/4 • SEP 16 - 20

PSP 13/3 – SEP 23 - 27

EMP 43/4 • NOV 11 – 15

EMP 45/2 • NOV 18 – 22

PSP 13/4 & EMP 42/5 • DEC 09 – 13

EMP 44/3 • DEC 16 – 20

HAPPY NEW YEAR!

“What the New Year brings you will depend a great deal on what you bring to the New Year!”

INM Announces Reorganization

Effective January 1, 2013 John Barnes will become President of the International Negotiations & Management Co. Thomas Stevens will become Chairman. Barnes graduated from the Executive Management Program in 1986 when he was Chief Officer of the Accident Division of Provident Life and Accident Insurance Co. in Chattanooga, TN. He rose in Provident to become Senior Vice President and Chief Officer of the Group Insurance Div. This division had a \$3.2 billion volume of business providing group life and health coverage for over 2 million individuals. He directed the activities of 2,500 employees across the United States. During his leadership, the ROE - "return on equity" - grew from 9% to more than 20% and new sales from \$90 million to \$428 million.

When Provident Group was sold John left to become Executive Vice President, Managed Care, Chattanooga-Hamilton County Health Authority. Then Administrator and CEO of Bradley Memorial Hospital in Cleveland, TN, a private acts, 251-bed hospital, serving the citizens of Bradley County and surrounding counties in southeast Tennessee. He was also Chairman of the Galaxy Health Alliance, a consortium of 15 hospitals in southeast Tennessee, northeast Alabama, and northwest Georgia.

Barnes joined INM in January, 2005. Stevens stated, "It took me five years to convince John to leave the hospital and insurance fields and become a teacher and consultant." Barnes developed week five - of the Executive Management Program. John's wife Janette handles the 360° participant surveys used in weeks one and five of the Executive Management Program and the surveys used in the Professional Sales Program.

Thomas Stevens and his wife Catherine, who is better known to their worldwide clients as "what'shername," founded INM in 1985. Since its' founding over 9,600 managers have graduated from the Executive Management Program. These managers have come from over 500 companies in 68 countries. Up until 2002, all seminars were "in-house" seminars. In 2002, INM changed to "general seminars" offered at the Airport Hilton in Knoxville, TN.

Stevens has retired twice previously. Once in 1985 - he found retirement boring and founded INM. He retired again at the end of 2001 when he discovered he had been home only 24 days in the entire year. Perhaps this time it will stick!

Thank You

I am one of the most fortunate people in the world. I have had the opportunity of meeting thousands of managers from all over the world. You have shared your dreams and your careers with me. I have also had the opportunity to meet many of your families. I thank you for your friendship, trust and for your putting up with my rather direct ways and many peculiarities. Should your travels ever take you to the Knoxville area please call - 865-458-3429 - we will break bread together and reminisce about old times. Please continue to keep me updated on your activities. Kate and I thank you again for your friendship and wish you a very Merry Christmas and a Happy New Year. "It isn't what you have in your pocket that makes you thankful, but what you have in your heart."

Missing Persons

Since founding INM, we have had over 9,000 managers take various programs. We have lost track of some participants. If you know where any of the following individuals are, we would appreciate hearing from you.

CHUH, Yen - EMP-11
DAYLEY, Dwayne. EMP-19
DENNIS, Joe - EMP-05
DESCOLLONGES, M. - EMP-05
GORRIVAN, TOM - EMP-14
GRACE, Tom - EMP-12
GREIN, Tom - EMP-18
HANNA, Jon - PSP-06
HILDAGO, Xavier - IMP
HUNT, Mark - EMP-02
JOHNSON, Michael - EMP-02
JONES, Rick - EMP-02
KALKOWSKI, Kal - EMP-09
KANOUS, Chris - EMP-07
KOLBECK, Tim - ALP-01
LANE, Robert - EMP-22
LESHER, Bob - IMP
OREWILER, David - EMP-04
PHARR, Chris - EMP-19
RAMIREZ, Martin - EMP-03
REINER, Rick - EMP-05
SLOWINSKI, Jacek - EMP-12
SEWELL, John - IMP
TAYLOR, Robert - INM
THOMPSON, Jay - EMP-12
TUOHY, Mike - EMP-02
WHITNEY, Eric - EMP-17

EMP GRADUATE A HERO

ALBIN, Gary – (IMP) – Owner and proprietor of Trails End Fishing Resort on Lake Istokpoga, Lorida, FL 33857 received a special commendation award from the Florida Fish and Wildlife Conservation Commission. The following is quoted from a story by Joe Seelig in the Tampa Tribune October 20, 2012.

“Without Mr. Albin’s assistance, at least three elderly occupants on board likely would have perished,” said Lt. Joe Allen of the FWC. It was a cool, windy night last March when Gary Albin and his wife Janice got a call from Highlands County 911 dispatchers that a pontoon boat was sinking and lives were at stake.

The group was night fishing for crappie aboard a 26-foot, aluminum pontoon boat, anchored about three-tenths of a mile west of the Trails End Fishing Resort. At about 9 p.m. the right pontoon began taking on water. Waves were 1 to 2 feet and the water temperature was a chilly 65 degrees. Outside temperatures between Avon Park and Venus hovered between 56 and 65 degrees that night. At the time of the call, the Highlands County Sheriff’s office had no vessels available to respond and help from the FWC was not immediately on the lake.

The operator of the craft, Henry E. Padgett, of Sebring, attempted to maneuver the sinking pontoon boat to the Cow House boat ramp, where Trails End Resort is located, but managed to get only partway there before the vessel swamped. A call from one of the passengers to the Highland County Sheriff’s office from the sinking vessel started the rescue operation in motion. A timely call to Gary Albin by the Sheriff’s Office produced an immediate response. All the Albins knew was that the vessel was on the east side of the island.

“It’s a pretty good-sized lake,” Gary Albin said Friday. **“At night that complicates things. It can be a challenge just having a general location.”** One of the passengers kept her cell phone out of the water and contacted the 911 dispatcher. It was dark, windy, with rough water and there was no moon. **“When we were starting to approach she was waving her cell phone in the air,”** he said, saying they saw her cell phone display. **“That’s how we were able to locate them. Three elderly people were in the water quite exhausted,”** he said, adding, **“Four people were straddling the good pontoon at the water line. The rest of the boat was under water.”**

“They had been in the water quite a while. They were all very glad to see us.” Gary Albin, who was in a weakened condition at the time due to a difficult recovery from cancer treatments including surgery, radiation and chemotherapy entered the cold water to help some of the victims onto his boat. **“I was in bed when they called,”** he said. **“But the adrenaline just kicked in that night.”** He let the boaters use his legs and chest as a ladder to climb aboard. He said, **“My wife Janice, was there helping. We were partners in this rescue. I was the one that was swimming. I guess she’s smarter than I am.”**

The Albins brought all seven passengers to the Cow House boat ramp. Three of the elderly passengers were hospitalized for hypothermia, including the boat’s owner, Franklin Vance of Lorida. **“I’m pretty sure we had more help than my wife and I,”** Gary Albin said, speaking of a higher being. **“I’m sure we had some other guidance; so it was all good. It’s been a blessing to be involved with these people. They’re very kind and loving.”**

The partially sunken pontoon boat was recovered and inspected the next day. An inspection of the 38-year-old craft revealed broken deck support welds along the top portion of the starboard pontoon. The holes from the broken welds allowed water to fill the pontoons at an ever-increasing rate as the vessel sank, the inspection report stated.

“The boaters were in an area close to a lot of reeds and vegetation. So, I’m sure they were in an area where there were a lot of gators,” Gary Albin said. When asked if he knew the elderly victim’s ages, Albin did not. **“I’ll be 65 next month, so I’m just a pup; at least around here I am.”**

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Gary took the Executive Management Program when he was a Plant Manager for Ingersoll-Rand. If you enjoy fishing and relaxing, call Gary and Janice at 863-655-0134 or 217-259-5232. Or you can visit them at their web site – trailsendfishingresort.com. You can sit around and talk about being **“victimized”** by Stevens.

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“Heroism has no model.” Louis de Saint-Just

“The heroic man does not pose; he leaves that for the man who wishes to be thought heroic.” Elbert Hubbard

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John and I want to thank you for your many kindnesses and support during 2012. We look forward to serving you in 2013 – **Merry Christmas and Happy New Year.**