

Happy December 1st

Merry Christmas & Happy New Year

It's hard to believe that 335 days of 2013 are just a memory and a notation in future history books. With only 30 days to go - John Barnes and I wish to thank you for the opportunity of working and communicating with you in 2013. We look forward to 2014 with great enthusiasm.

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 - CommScope
PSP = Professional Sales Program

SANTORO, Cindy – (EMP-36) – is now Supply Base Manager – Powell Electrical Systems, Inc., 8550 Mosley Rd., Houston, TX 77075 – Bus – 713-948-4952 – Cell – 713-448-0115 – cindysantoro@powellind.com.

Career Changes

Our congratulations to all of you that have made career changes in 2013. Remember – **"a wise person will make more opportunities than they find."** In the words of Larry Bird, former professional basketball player – **"a winner is someone who recognizes their God given talents, works their tail off to develop them into skills, and uses these skills to accomplish their goals."** It is now your opportunity and destiny to become the winners in 2014.

F's

Count every "F" in the following text -

FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF YEARS.

HOW MANY F's? – (see the bottom of the Steven's Statement column on the next page for the answer.)

Christmas Facts

- George Frederick Handel's great Christmas oratorio, "The Messiah", was first performed in 1742, in Dublin., Ireland.
- The first Christmas was celebrated on December 25, AD 336 in Rome.
- Alabama was the first state to recognize Christmas as an official holiday in 1836.
- The most expensive Christmas tree was decorated in the United Arab Emirates in 2010 at an estimated cost of over \$11 million.

2013 → 2015 - Seminars Executive Management Program

2014

Class 46

(Only two openings left)

▶ **Week 1 – Feb. 10 – 14, 2014** ◀

Week 2 – May 19 – 23, 2014

Week 3 – Aug. 11 - 15, 2014

Week 4 – Nov. 17 - 21, 2014

Week 5 – Feb. 16 – 20, 2015

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

(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 – 2013 - 2014

2013

EMP 42/5 & PSP 13/4 – DEC 09 – 13

2014

▶ **EMP 46/1 – FEB 10 – 14** ◀

EMP 43/5 – FEB 17 – 21

EMP 45/3 – MAR 10 – 14

EMP 44/4 • MAR 17 – 21

EMP 46/2 • MAY 19 - 23

▶ **EMP 47/1 • JUN 16 – 20** ◀

EMP 44/5 • JUL 14 – 18

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

"A person should have enough education so they don't have to look up to anyone – they should also have enough to be wise to never look down at anyone."

"By nature all people are very much alike, but by education they become very different."

"Education is going forward from cocksure ignorance to thoughtful uncertainty."

Steven's Statement

Identifying the Future

Futurists always measure their batting average by counting how many things they have predicted that have come true. They never count how many important things come true that they did not predict or even mention. Everything forecasters predict may happen. Yet, they may not have seen the most meaningful of the emerging realities or, worse still, may not have paid attention to them. There is no way to avoid this problem in forecasting, for important and distinctive changes are always the result of changes in values, economics, legislation, perceptions, goals, inventions and world events. That is - in things that one can discover but not forecast.

One of the most important jobs of a manager is to identify the changes "that have already happened." The important challenge in society, economics and politics, is to exploit these changes and to use them as opportunities in your business. Identify the "future that has already happened" and develop a method for perceiving and analyzing these changes. Remember - Netflix was possible only because of two things that were already here - the Post Office and computer discs. Blockbuster never saw the opportunity!

ACTION PLAN - You and each of your direct reports make a list of the major trends in your market that have already appeared. List these changes and determine their likely longevity and their impact on your business/organization. Call a staff meeting and play "show and tell." Remember - there are no silly trends or changes. Everything on your lists must be discussed and analyzed. Are you taking full advantage of that which has already happened? If not, what should you be doing in 2014? (Your competition is probably not doing this!)

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"Imagination rules the world." Napoleon Bonaparte

"The value of ideas lies in using them." Thomas Edison

"Those who think they know it all have probably stopped thinking."

"Education should include knowledge of what to do with it."

"Innovation endows resources with a new capacity to create wealth." Peter Drucker

"Innovation is the fuel of corporate longevity."

"Don't be afraid to ask dumb questions - they are easier to handle than dumb mistakes."

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F's

WRONG - there are 6 F's-- no joke!

READ IT AGAIN!

Really, go back and try to find the 6 F's before you continue reading the newsletter.

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John's Jottings

We are taking to heart Tom's suggestions in his Identifying the Future article. A change that has already happened is captured in the phrase, "There's an app for that!"

Seems like that is all you hear these days. An app for shopping - an app for navigating on water - an app for losing weight - an app for surveys....

Wait! Did you read that right? An app for surveys? YES, one is coming soon! No more forwarding emails, copying surveys, faxing, emailing, etc. It is on the way!

Barnes Consulting Services has Steve McBride, Co-founder of Weever Apps Inc. to thank for this development. Steve is a graduate of the Professional Sales Program, Class 6. So he has his scars from getting three sets of surveys processed, two times.

The idea is this - with your Apple, Android, Blackberry 10, and/or Windows 8 phones and tablets you will be able to just tap the answers, hit submit and be done with the whole process. No more printing, faxing, scanning, etc. No longer will a survey recipient have to be in the office or near a printer. Think of all the trees that will be spared by this change!

This development is tantalizing close. We need beta testers. Please click smcbride@weeverapps.com or john@jbarnesconsulting.com, if you would be interested and willing to be a beta tester. In the subject line of your email say, "Beta Tester."

We would appreciate as many "Beta Testers" as possible so that we can make sure we have covered as many variations as we reasonably can.

If you click smcbride@weeverapps.com Steve will send you links and instructions. I will forward to Steve anyone who clicks john@jbarnesconsulting.com.

Weever Apps is a company that specializes in preparing apps for all manner of applications for their client companies. They developed and recently launched the official app for the Canadian Football League Players Association enabling players to sign contracts with their finger right inside the Weever developed app!

Go to their web site, <http://weeverapps.com> and take a look at all they can do. How many different apps might your business benefit from? Give Steve a call and discuss it with him. Of course do that AFTER you do your beta testing!!

Thank you in advance for your willingness to participate in this test. I really appreciate it. In addition, my thanks to Steve for taking the lead and getting this done.

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"The pace of events is moving so fast that unless we can find some way to keep our sights on tomorrow we cannot expect to be in touch with today." Dean Rusk

"Nothing is permanent but change." Heraclitus

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Cow Puzzle

The father of three young men in India died. His assets included 17 cows and his will specified that they should be given to his sons as follows - 1/2 to the eldest son, 1/3 to the middle son and 1/9 to the youngest son.

The lawyer probating the will was faced with a dilemma as splitting the herd as ordered would require that one of the cows be butchered and split between the young men. As cows are sacred in India and cannot be slaughtered, the lawyer, after considerable worry, decided to consult a wise man.

After some thought the wise man said, "I will loan you one cow and you can split the herd as 9 is 1/2 of 18 and 6 is 1/3 of 18 and 2 is 1/9 of 18." The lawyer then asked - "Where will I get the cow to pay you back?" The wise man smiled and said, "9 + 6 + 2 is only 17 so you can give me the extra cow."

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Did You Know?

- Electric Christmas tree lights were invented by Thomas Edison's assistant - Edward Johnson in the US in 1882.
 - "The sixth sick sheik's sixth sheep's sick" is the toughest English tongue twister. Try it!
 - "Almost" is the longest commonly used word in the English language with all the letters in alphabetical order.
 - James Pierpont's 1857 song Jingle Bells was first called One Horse Open Sleigh and was written for Thanksgiving.
 - "Taxi" is spelled exactly the same in Dutch, English, French, German, Portuguese and Swedish.
 - Xmas actually comes from the Greek word X, which means Christ in Greek.
 - "Therein" is a seven letter word that contains thirteen words spelled using consecutive letters – the, he, her, er, here, I, there, ere, rein, re, in, therein and herein.
 - $111,111,111 \times 111,111,111 = 12345678987654321$
 - Jingle Bells was the first song broadcast from space when Gemini 6 astronauts Tom Stafford and Wally Schirra sang it on December 16, 1965.
 - "Skepticisms" is the longest word that alternates hands when typing.
 - The first product to have a bar code was Wrigley's gum.
 - No piece of square, dry paper can be folded in half more than 7 times – try it.
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A candidate Selection System

Put 100 bricks in a room with an open window. Then send 2 or 3 candidates into the room and close the door. Leave them alone, come back after six hours, and analyze the situation.

If they are counting the bricks, put them in accounting. If they are recounting them, put them in auditing. If they have messed up the whole place with the bricks, put them in engineering. If they are arranging the bricks in some strange order put them in planning. If they are throwing the bricks at each other put them in operations. If they are sleeping, put them in security. If they have broken the bricks into pieces, put them in information technology. If they are sitting idle, put them in human resources. If they say they have tried different combinations, yet not a brick has been moved, put them in sales. If they have already left for the day put them in marketing. If they are staring out of the window, put them in strategic planning.

Lastly, if they are talking to each other without anyone listening and not a single brick has been moved, congratulate them and put them in top management!

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Quizzical Quotes

Charles Duell, Commissioner of the U.S. Patent Office in 1899 – "Everything that can be invented has been invented."

Oxford Professor Erasmus Wilson – "When the Paris Exhibition (of 1878) closes, electric light will close with it and no more will be heard of it."

A Popular Mechanics Editor forecasting the relentless march of science in 1943 – "Computers in the future will probably weigh no more than 1.6 tons."

Ken Olsen, founder of the Digital Equipment Corp., in 1977 – "There is no reason anyone would want a computer in their home."

Thomas Watson, IBM Chairman, evaluating the business potential of a new gadget in 1943 – "I think there is a world market for maybe five computers."

A Yale professor explaining the poor grade he gave business student Fred Smith in 1966 for his research paper proposing an overnight delivery system – "The concept is interesting and well-formed, but in order to earn better than a C the idea must be feasible." After college, Fred Smith founded Federal Express.

An IBM engineer in 1968 said this about the microchip – "But what is it good for?"

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Question - Who's bigger, Mrs. Bigger or her baby?

Answer - Mrs. Bigger's baby is a little Bigger.

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Muddled Management

The federally funded Law Enforcement Assistance Administration spent \$27,000 to study why prison inmates want to escape from prison!

"It is unfortunate that common sense isn't more common.

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The True Story Of Shay

At a fundraising dinner for a school that serves children with learning disabilities, the father of one of the students delivered a speech that would never be forgotten by all who attended. After extolling the school and its dedicated staff, he posed a question – “When not interfered with by outside influences, everything nature does is done with perfection. Yet my son, Shay, cannot learn things as other children do. He cannot understand things as other children do. Where is the natural order of things in my son?” The audience was stilled by the query. The father continued. “I believe that when a child like Shay, who is mentally and physically disabled, comes into the world, an opportunity to realize true human nature presents itself, and it comes in the way other people treat that child.”

Then he told the following story. “Shay and I walked past a park where some boys Shay knew were playing baseball. Shay asked, do you think they would let me play? I knew that most of the boys would not want someone like Shay on their team, but as a father, I also understood that if my son were allowed to play, it would give him a much-needed sense of belonging and some confidence to be accepted by others in spite of his handicaps.

I approached one of the boys on the field and asked - (not expecting much) - if Shay could play. The boy looked around for guidance and finally said, we're losing by six runs and the game is in the eighth inning. I guess he can be on our team and we'll try to put him in to bat in the ninth inning. Shay struggled over to the team's bench and, with a broad grin, put on a team shirt. I watched with a small tear in my eye and warmth in my heart. The boys saw my joy at my son being accepted.

In the bottom of the eighth inning, Shay's team scored a few runs but was still behind by three runs. In the top of the ninth inning, Shay put on a glove and was told to go to right field. Even though no hits came his way, he was obviously ecstatic just to be in the game and on the field, grinning from ear to ear as I waved to him from the stands. In the bottom of the ninth inning, Shay's team scored again. Now, with two outs and the bases loaded, the potential winning run was on base and Shay was scheduled to be next at bat. At this juncture, I wondered if they would let Shay bat and give away their chance to win the game? Surprisingly, Shay was given the bat. Everyone knew that a hit was all but impossible because Shay didn't even know how to hold the bat properly, much less connect with the ball. However, as Shay stepped up to the plate, the pitcher, recognizing that the other team was putting winning aside for this moment in Shay's life, moved in a few steps to lob the ball in softly so Shay could at least make contact.

The first pitch came and Shay swung clumsily and missed. The pitcher again took a few steps forward to toss the ball softly towards Shay. As the pitch came in, Shay swung at the ball and amazingly hit a slow ground ball right back to the pitcher. The game would now be over.

The pitcher picked up the soft grounder and could have easily thrown the ball to the first baseman. Shay would have been out and that would have been the end of the game. Instead, the pitcher threw the ball right over the first baseman's head, out of reach of his teammates. Everyone from the stands and both teams started yelling, 'Shay, run to first! Run to first!' Never in his life had Shay ever run that far, but he made it to first base. He scampered down the baseline, wide-eyed and startled.

Everyone yelled, 'Run to second, run to second!' Catching his breath, Shay awkwardly ran towards second. By the time Shay was heading to second base, the right fielder had the ball. He was the smallest guy on their team and now had his chance to be a hero. He could have thrown the ball to the second baseman for the tag, but he understood the pitcher's intentions so he, too, threw the ball far over the second baseman's head. Shay rounded second.

Shay ran towards third base as the runners ahead of him circled the bases toward home. All were screaming, 'Shay, Shay, Shay, all the way Shay. Shay reached third base only because the opposing short-stop helped him by turning him in the direction of third base, and shouted, 'Run to third! Run to third!'

As Shay rounded third, the boys from both teams, and the spectators, were on their feet screaming, 'Shay, run home! Run home!' Shay ran to home, stepped on home plate, and was cheered as the hero who hit the grand slam and won the game. That day, said his father softly with tears now rolling down his face, the boys from both teams helped bring a piece of true love and humanity into this world. Shay didn't make it to another summer. He died that winter, having never forgotten being the hero and making me so happy and coming home and seeing his Mother tearfully embrace her little hero of the day!

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“One of the most difficult things to give away is kindness as it usually comes back to you.”

“Always be kind – every person you meet is fighting a difficult battle of some kind.”

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John and I wish you a very Merry Christmas and a most prosperous and enjoyable New Year. See you ALL in 2014!

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