

Happy December 1st

Merry Christmas & Happy New Year

It's hard to believe that 335 days of 2014 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 2014. We look forward to 2015 with great enthusiasm and high expectations.

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 Program
PSP = Professional Sales Program

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An Anniversary of Sorts

Ten years and one month ago – December 2, 2005 – the first INM newsletter made its appearance. This is the 109th edition of the newsletter. Hard to believe. Class 11 also began their first week of class.

Wisdom

"Politicians are the same all over the world – they promise to build a bridge even where there is no river." Nikita Khrushchev

"Politicians are people who when they see light at the end of the tunnel, go out and buy some more tunnel." John Quinton

"Politicians will defend to your death their right to tell you what to do." Anonymous

"Politics is too serious a matter to be left to the politicians." Charles de Gaulle

2015 → 2016 Seminars

Executive Management Program

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

CLASS 50

▶ **Week 1 – Jun 08 – 12, 2015** ◀

Week 2 – Sep 14 – 19, 2015

Week 3 – Dec 07 – 11, 2015

Week 4 – Mar 07 – 11, 2016

Week 5 – Jun 13 – 17, 2016

CLASS 51

▶ **Week 1 – Oct 12 – 16, 2015** ◀

Week 2 – Jan 18 – 22, 2016

Week 3 – Apr 18 – 22, 2016

Week 4 – Jul 18 – 22, 2016

Week 5 – Oct 17 – 21, 2016

(To enroll participants in any class please contact John Barnes at john@jbarneconsulting.com. We need their name, title, phone number, and email address.)

Chronological Class Calendar

2014

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 50/3 – DEC 07 – 11

2016

EMP 51/2 – JAN 18 – 21

EMP 49/5 – FEB 15 – 19

▶ **EMP 52/1 – FEB 22 – 26** ◀

EMP 50/4 – MAR 07 – 11

EMP 51/3 – APR 18 – 22

EMP 52/2 – MAY 16 – 20

▶ **EMP 53/1 – JUN 06 – 10** ◀

EMP 50/5 – JUNE 13 – 17

EMP 51/4 – JUL 18 – 22

Steven's Statement

Learning from Ebola

All organizations will have crises at some time. They will be either major or minor crises. However, there will be crises.

Cri-sis, noun – 1. A time of intense difficulty, trouble, or danger. 2. A time when a difficult or important decision must be made. 3. A change in a sequence of events at which the trend of all future events, especially for better or worse, is determined. 4. A difficult or dangerous time in which a quick solution is needed.

For several months we have been watching attempts to manage the Ebola crisis. The CDC, White House Czar, Governors, Hospitals, Newscasters, and even the Pentagon are trying to determine the proper protocols. For a disease that has been around since 1976, when it first appeared in Zaire, this is an incredible example of mismanagement.

ACTION PLAN ONE – With your staff make a list of major crises that could befall your organization. Tornado, flood, loss of power, workforce violence, corporate scandal, etc. Then decide what protocols – (processes) – should be followed and who will be in charge of their implementation – always an individual not a committee. Make sure everyone is aware of these protocols. Large corporations are even appointing a “crisis manager.”

ACTION PLAN TWO - The end of the year is the perfect time to remove “crisis makers.” You and your staff, independently, make a list of all the minor crises that wasted your time this year. The symptom to look for is the recurring crisis, those crises that came back month after month. A crisis that recurs a second time is a crisis that must not occur again.

A recurring crisis usually has signs that precede it – that signal a return. It therefore can either be prevented or reduced to a routine which anyone can manage. The definition of a “routine” is that it makes anyone capable of doing what it took a near-genius to do before. A routine puts down in a systematic, step-by-step format what a very able person learned in surmounting the original crisis. The recurrent crisis is not confined to the lower levels of an organization - It can afflict everyone at all levels.

QUESTION – what were the recurring crises that caused “drama” in your organization this year? Play “show and tell” with your minor crises lists. For each recurring crisis write out the procedure that solved the problem. Then assign the application of this procedure to the appropriate person to implement every time this problem occurs. Make sure the procedure works permanently by checking it periodically.

The secret of crisis management is not bad versus good – it is preventing the bad from getting worse.

“In a crisis don't hide behind anyone or anything – it will find you anyway.” Bear Bryant

“There cannot be a crisis next week – my schedule is already full.” Henry A. Kissinger

John's Jottings

Thoughts on Resolutions

Res-o-lu-tion – noun. 1. A firm decision to do or not to do something. 2. the act of solving a problem, dispute, or contentious matter. Resolution is the noun form of the verb resolve - which comes from the Latin resolvere, “to loosen, undo, settle.” We can see this meaning in the sense of “an explanation or a solution to a problem. The conflict has been “undone.”

This is the time of the year to review 2015's successes, disappointments, and surprises. It could mean a lot of recriminations, finger pointing and blame. Alternatively, it could be a productive time in which you and your team learn and grow through honest, thorough discussion.

Good managers always strive for improved performance. Excellent managers always focus on learning and growing, both for themselves and their team. Take advantage of the end of this year to start a healthy, productive learning and growing process.

Begin by thinking about the areas in which you and your team were supposed to generate results. Agree on what results actually were achieved. Take responsibility for them. Reflect on the good and the not so good results. Then ask yourselves these five questions -

1. What results exceeded our expectations?
2. What did we do, or NOT do, to achieve these successes?
3. In what areas were we disappointed? What did we do, or NOT do, that caused us to fall short?
4. In comparing and contrasting our successes and disappointments, what can we learn?
5. How can we apply these lessons in 2015?

The idea is to get better, generate improved results. “If we always do what we have always done, we may get what we always got.” Resolve to learn, grow, and improve!

Learning and growing are essential parts of shaping powerful, effective resolutions. Making good resolutions is hard work. It takes time, energy, thorough analysis, honest assessments and most of all a willingness to change, i.e., do something differently.

Your resolutions for the coming year should be rooted in your learning and growing. That's what excellent managers do - that's what winning teams do!

In other words - LEARN and GROW!

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“Year's end is neither an end nor a beginning but a going on, with all the wisdom that experience can instill in us.” Hal Borland

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“Ring out the old, ring in the new,
Ring, happy bells, across the snow.
The year is going, let it go,
Ring out the false, ring in the true.”
Alfred Lord Tennyson
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?KNIHT NOVEMBER ANSWERS THINK?

?????

You are in a dark room with a candle, a kerosene lamp, and a wood burning stove – you have only one match. Which do you light first?

ANSWER – The match.

Bees

250 bees are trapped in a glass jar. You place the jar on a scale. When will the scale register the greatest weight?

1. When all the bees are sitting on the bottom of the jar?
2. When all the bees are flying around the inside the jar?
3. **ANSWER** - Neither, the weight will be exactly the same in either case. When the bees are flying the downward force from their wings equals the weight of their bodies.

Weird Donald and His Leaves

A friend of mine is rather peculiar. As his birthday approaches Donald begins collecting leaves. Rather bizarre but I said he was peculiar. On the first day of his birthday month – December - he collects 1 leaf. On the second day he collects 2 leaves, on the third day he collects 3 leaves and so on. On the day of his birthday he has collected 276 leaves. On which day in December is his birthday?

ANSWER – December 23

$$1+2+3+4+5+6+7+8+9+10+11+12+13+14+15+16+17+18+19+20+21+22+23 = 276$$

INM Bicycle Race

There were four participants in the INM bike race.

- Isabella came in first.
- The entrant wearing bib 2 wore red and Nicholas did not wear yellow.
- The loser wore blue and Elizabeth wore bib 1.
- Benjamin beat Elizabeth and the person who came in second wore bib 3.
- The entrant in yellow beat the entrant in green.
- Only one of the entrants wore the same number as their final position.

Who finished where and what color bib did each of them wear?

ANSWER – 1st place - Isabella - Bib 2 - Red
 2nd place - Benjamin – Bib 3 - Yellow
 3rd place - Elizabeth – Bib 1 - Green
 4th place - Nicholas - Bib 4 – Blue

"I can see why Archimedes got excited. There is nothing finer than the feeling that comes rushing through you when it clicks and you suddenly understand something that has puzzled you. It makes you think it just might be possible to get a handle on this old world after all." Jeanette Walls

? KNIHT – DECEMBER- THINK ?

There is an English word in which the first two letters signify a male, the first three letters signify a female, the first four signify a great man and the whole word signifies a great woman. What is the word?

ANSWER -

How would you rearrange the letters in the words "new door" to make one word?

ANSWER –

A six year old hammered a nail into a tree to mark her height. Eleven years later, when she was seventeen, she returned to see how much higher the nail was. If the tree grew by six and a quarter inches each year, how much higher would the nail be?

ANSWER –

Lost Souls

The following EMP participants are lost. If you know how to contact them please contact Tom Stevens at inmco@mindspring.com. Thank you.

Allis, Larry	McGrath, Shaire
Bouthillet, Michael	Niding, Daniel
Coppa, John	Oden, Steve
DiPietro, Arcangelo	Pretz, Dan
Eggen, Randy	Richter, Steve
Flanagan, Clay	Sitka, Russell
Gonzalez, Martin	ter Linde, Koen
Hammer, Keith	Ulewicz, Michael
Jess, Chris	van Beek, Michel
Kalkowski, Kal	Ward, Jeff
Landers, Kel	Yarbrough, Rob

Pun Intended

Pun – noun. A joke exploiting the different possible meanings of a word or the fact that there are words that sound alike but have different meanings.

- The roundest knight at King Arthur's round table was Sir Cumference. He acquired his size from too much pi.
- I thought I saw an eye doctor on an Alaskan island, but it turned out to be an optical Aleutian.
- She was only a whisky maker, but he loved her still.
- A rubber band pistol was confiscated from algebra class because it was a weapon of math disruption.
- The butcher backed into the meat grinder and got a little behind in his work.
- No matter how much you push the envelope, it'll still be stationery.
- A dog gave birth to puppies near the road and was cited for littering.
- A grenade thrown into a kitchen in France would result in Linoleum Blownapart.

Thank you Paul Rook.

Class 31 – Another Reunion

Class 31 graduated from the Executive Management Program on March 18, 2011 and had their first class reunion in Clearwater FL June 21 → 24, 2012. Their 2nd reunion was October 9 → 12, 2014. They have decided to continue them every other year. The next reunion is being planned for 2016.

In their own words – *“Words can’t describe the “bond” class 31 has developed over time. It’s quite interesting to see how our wives are developing the same bond. This is an indication of the positive impact the INM experience made on our lives, not just at work. Our wives must have recognized the positive impact as well, because they want to be a part of it – and we’re smart enough to let them!*

Thanks again to you and John for the creation of Class 31 – the experience has enriched our lives. What’s funny is that during this last reunion we all admitted that after our first day of class together on February 2, 2010, we didn’t think that we’d “stick it out” for 5 weeks. Boy, were we wrong!

We’re happy to inform you that most of Class 31 shared another wonderful experience together at our 2nd Class Reunion. We rented an 8-bedroom house on the shores of Lake Norman in Sherrills Ford, NC. The weather was perfect - (except for Sunday) – and we were able to spend a lot of quality time together. The following classmates were in attendance.

Mike & Terri Willis - Gary & Crystal Samms - Mark Fischer & Kristen - Casey & Hope House - Grant & Carrie Tyson – Coty Gilles & Isabelle plus daughters Charlotte, & Louise who came from France and Markus Keil who came from Germany to attend – truly an international class!

We really missed everyone who could not attend - Paul Gumina and Sharon Wood. Just so you know, we did talk about you, but it was all good.

Everyone traveled safely on Thursday and arrived at the house throughout the day and night. We let Gary feed us all afternoon since he brought different kinds of venison, sausage with cheese and crackers. Later that night, he cooked burgers and dogs on the grill. The conversation and good spirits continued to flow like honeydew vine water throughout the night.

Early Friday morning, the men went to Concord, NC and toured the Hendrick Motorsport race shops and learned how racecars are built from the ground up – including the engines. We stood beside the four cars that were going to race at Talladega. The highlight of the tour was when we were invited to see the Heritage museum where Mr. Hendricks kept his favorite toys. The toys included the world’s largest Corvette collection, Camaro’s, speedboats, and other memorabilia related to Rick Hendricks journey to greatness. The girls slept in Friday morning and then went shopping at surrounding malls. Reports indicate that there was a lot of talking and laughing going on between the girls during this time.

Friday afternoon, Class 31 had a “class assignment” to determine how we were going to split the costs for the house and pontoon boat. Using some of the tools and methods that we learned from class, we were able to work through the exercise quickly and come up with a solution everyone was happy with. It is probably no surprise that Grant immediately became the leader of the meeting, while Gilles pulled out pencil and paper to analyze each proposal, and to challenge anything that didn’t “fit.” Markus was quick to loudly make other suggestions while Casey asked carefully thought out questions. It was fun!

Friday night, Chef Grant fixed a really good Shrimp Boil for dinner. The salad was excellent, while the shrimp boil encouraged cold beer. Dang it was GOOD! It was a beautiful night and we were able to eat on the deck underneath the stars and a bright moon! The spirits and conversation once again flowed freely throughout the night.

Saturday was a play day as we spent most of the day on Lake Norman. Thanks to Mark for sharing his speedboat and taking everyone tubing. We had cocktails at a local marina. We were able to see how the rich folks live when we went to Mark’s lakeside house with a million dollar view for an afternoon happy hour. I’ve never seen a view as awesome as what he wakes up to everyday!

Later Saturday night, Markus - (predictably) - stripped to his briefs and took the “ice bucket” challenge for cancer. It was truly hysterical to watch. Thank you Gary for dinner Saturday night – we owe ya big time.

Sunday morning was sad, as everyone had to go home. We were able to cook up a true southern breakfast - (without the gravy) - before traveling home.

We certainly had loads of fun during this reunion, and there many memories that made it really special.

In closing, the reunion was quite a happy event, but sad on Sunday. We enjoyed being together again look forward to the next time. Throughout our conversations, we constantly reflected on what we learned in class, and how we have applied those lessons both in life and work. Again, we sincerely thank Tom and John for the opportunity to become Class 31. We learned so much from you both and cherish the times we had in Knoxville. Some of us even discussed attending a class or two to refresh.

We obviously learned how to delegate since the “girls” are planning the next reunion. Can’t wait to hear what they come up with.

We missed you Paul and Sharon – hope you can make the next one in 2016.

Warm regards to all, Mike Willis”

“There is nothing on this earth more to be prized than friendship.” Thomas Aquinas

Merry Christmas & Happy New Year