

## Happy February 1<sup>st</sup>

The Violet and Primrose are the February flowers and the Amethyst is the birthstone. Zodiac signs – Aquarius until Feb. 18 and Pisces thereafter.

### 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

**KISH**, Brian – (EMP-24) – is now Regional Project Manager & Human Resources Manager – Gilbane, 88 Pine St., 27<sup>th</sup> floor, New York, NY 10005 – Bus – 917-856-8744 – [bkish@gilbaneco.com](mailto:bkish@gilbaneco.com).

**JLI**, JACOB – (ALP-03) – is now Product Line Manager – Hybrid Precision Crystal Oscillators – Vectron International, 100 Watts St., Mount Holly Springs, PA 17065 – Bus – 717-486-6018 – Cell – 603-233-3103 - [jlj@vectron.com](mailto:jlj@vectron.com)

**McNeil**, Brian – (IMP) – President & CEO – Southco, Inc., 210 N. Brinton Lake Rd., Concordville, PA 19331-0116 – Bus - 610-361-7220 – [bncneill@southco.com](mailto:bncneill@southco.com) – has been serving as Chairman of the Berwind Group, an Investment Management Company, for the last three years. In addition, he has been appointed to The Federal Reserve Board of Philadelphia as a Class C Director. This is the second participant to serve on a Federal Reserve Board. **CUNNINGHAM**, Dan – (EMP-08) – President & CEO – Long-Stanton Mfg. Co. – Bus – 513-874-8020 – [danc@longstanton.com](mailto:danc@longstanton.com) - serves on the Federal Reserve Board of Cleveland.

**STOREY**, Joe – (EMP-19) – is now Manager, Strategic Partnerships & Alliances, CommScope, 1300 East Lookout Dr., Suite 150, Richardson, TX 75082 – Bus – 972-792-3981 – Cell – 214-695-7684 – [jstorey@commscope.com](mailto:jstorey@commscope.com).

**YOUNG**, James – (ELD-02) – is now Director Data Centers – CommScope, 89 Science Park Drive, Singapore 118261 – Bus & Cell - +65-8189-6787 – [jyoung@commscope.com](mailto:jyoung@commscope.com)

### Did You Know?

Andrew Johnson held every elective office at the local, state, and federal level, including President of the United States. He was elected alderman, mayor, state representative, and state senator from Greeneville, TN. He served as Governor of TN, United States Congressman, Senator, and Vice President, becoming President of the United States following the assassination of Abraham Lincoln.

## 2014 → 2015 - Seminars Executive Management Program

### 2014

#### CLASS 46

*(Only three 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](mailto:inmco@mindspring.com) or call 865-458-3429.) We need the participant's name, title, business phone and email address for enrollment.*

### Chronological Calendar

#### 2014

#### ► EMP 46/1 • FEB 10 – 14 ◀

EMP 43/5 • FEB 17 – 21  
EMP 45/3 • MAR 10 – 14  
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

## **Steven's Statement**

### **Government Predictability & Your Business**

Legislators at all levels of government, local, state and Federal, spend their waking hours passing laws that affect all of us. One thing that is predictable is that these laws will continue to increase and not diminish. Does anyone know of a government, anywhere in the world, that is reducing the laws and regulations it has imposed on its citizens?

Many years ago in the US, legislators decided that everyone needed seat belts. If seat belts were good than shoulder straps attached to the seat belts would be even better. This was followed by mandatory headrests, air bags and chair seats for children,

Helmets for those riding motorcycles gave legislators a field day. If they were good so were helmets for bicyclists, skate boarders, roller-skaters, etc. Next will be mandatory helmets for the elderly when we walk.

The outbreak of the HIV virus brought dollar signs to the eyes of condom manufacturers. Every US condom manufacturer geared up for increased production. However, they missed one important fact – government now wanted to be involved in saving us. Therefore, the quality issue was legislated to the Center for Disease Control – (CDC) and quality standards were imposed. Interestingly, not one manufacturer saw this coming. None of them met the new quality standards and they had to scrap their new production lines and retool at a huge loss to their bottom lines.

I am not discussing the merits of these laws but rather what is predictable. Once a law is passed its coverage will be extended “ad nauseam.” So what does this have to do with your business? I wonder if the manufacturers of helmets and children’s seats saw what was eventually coming?

Is anyone in your company following legislation that could affect your business? One of our clients regularly keeps up to date on proposed legislation and the rules and regulations already passed. As a result, through acquisitions, they entered two old markets and now have an 85% market share in both product lines. This has added three-quarters of a billion in new revenue. The owners of the acquired companies did not see what was coming for their old products.

When the first Federal Seat Belt law went in to effect on January 1, 1968 how many people realized it would lead to bells ringing if you didn’t buckle up and mandatory seats for children? By law, children under one year of age through eight years and less than 4 feet 9 inches in height must be restrained in the rear seat of a motor vehicle with a child booster seat.

**ACTION PLAN** – Are you checking proposed Federal legislation? How about State legislation in your market area? What new laws and subsequent regulations have already been passed? Using the “Predictable Theory” how could this provide new opportunities?  
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## **John's Jottings**

Now that last year’s accounting is finished, it’s time to focus on two essential management activities – performance reviews for last year and establishing accountability plans for this year. Here are some suggestions on how to do these two things.

Performance reviews are something that our surveys of thousands of direct reports say managers tend not to do, at least in a manner that direct reports recognize as a performance review. If a manager chooses not to do them, he/she risks vulnerabilities to his/her leadership effectiveness. Effective managers do crisp, meaningful reviews. It doesn’t have to take a lot of time to do one well, but it does take practice.

Let’s assume you decide to do performance reviews but your direct reports did NOT have an accountability plan. Consider these or similar questions.

1. What did you accomplish this past year that you are proud of?
2. What did you specifically do to achieve these accomplishments?
3. In what areas were you are disappointed with the results?
4. What did you learn from this?
5. What results are you targeting this year?

If your direct report had an accountability plan, consider asking questions like these.

1. What results did you obtain on your most important accountabilities?
2. How do you assess your performance on these accountabilities?
3. What did you learn this past year that will help you be even more effective in your performance this year?
4. How can I help you learn and develop this year?

Share your own perceptions with your direct report. Agree on any action plans that seem appropriate, especially ones that focus on their learning and developing. Usually employees want to be viewed as effective so take advantage of this desire.

Performance reviews are much easier and definitely more effective if there is an accountability plan. So, if your direct reports do not have one, take the time to work with them to develop one. Here are some suggestions for your consideration.

Share your Accountability Plan with them. You do have one, right – and your goals are linked with your boss’s, right? Ask them to draft, for discussion with you, a list of the most important things they are accountable for. Ask them to include how they think progress on these accountabilities should be measured. Conclude with what the expected results will be. Then share your thoughts and resolve any differences and ambiguities. This will be time well spent!

## Avid Angler

**WHITE**, Lewis – (EMP 39) - Global Client Director – CommScope, 12 York Gate, London, NW1 4QG, England - Bus – 00447900-950-702 - Cell – 0447900-950-702 - [lwhite@commscope.com](mailto:lwhite@commscope.com) loves to fish. Each week of his five-week Executive Management Program, he found time to fish. Below are a few of the fish he caught in the Tennessee River.



A 47 lb, 12 oz. Stripped Bass caught at the TVA dam one bridge on the TN River. Participants of our programs pass this area on their way to Calhoun's.



A 36 lb. Blue Catfish from the Tennessee River.

*“Every man has three secret wishes – to outsmart racehorses, women and fish.”*

## A Quiz

Can you answer the following five questions?

- 1) Name the five wealthiest people in the world.
- 2) Name the last five Heisman trophy winners.
- 3) Name five people who have won the Nobel Prize.
- 4) Name the last five winners of the World Series.
- 5) Name the last five Rose Bowl winners.

How did you do? The point of this exercise is that none of us remembers the headliners of yesterday.

These are no second-rate achievers. They are the best in their fields. However, the applause dies. Awards tarnish. Achievements are forgotten. Accolades and certificates are buried with their owners.

Here's another quiz. See how you do on this one.

- 1) List a few teachers who assisted your journey through school.
- 2) Name three friends who have helped you through difficult times.
- 3) Name five people who have taught you something worthwhile.
- 4) Think of a few people who have made you feel appreciated and special.
- 5) Think of five people you enjoy spending time with.

Easier? The lesson in this exercise - the people who make a difference in your life are not the ones with the most credentials, the most money or the most awards. They simply are the people who care the most.

*“The happiest people don't necessarily have the best of everything - They just make the best of everything they have.”*

*“Don't worry about the world coming to an end today. It's already tomorrow in Australia!”*

## Interviewing

H-R – *“What are your weaknesses?”*

Candidate – *“Honesty.”*

H-R – *“I don't think honesty is a weakness.”*

Candidate – *“I don't give a damn what you think!”*

## Missing Persons

Since INM was founded in 1986, we have had over 9,500 managers take various 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. Participants L → Z will be listed in the March newsletter.

Agro, Tony – PSP-07  
Alicea, Edwin – PSP-08  
Allen, Kim – EMP-18  
Barbetta, Tony – PSP-10  
Bariau, Fabrice – EMP-23  
Barkley, Perry – ELP-02  
Bassett, Jared – PSP-02  
Benoit, Jonathan – PSP-09  
Bernauer, Mike – EMP-05  
Bertoncini, Dan – EMP-16  
Bland, Judy – EMP-14  
Boothby, David – EMP-14  
Bouldin, Gary – PSP-03  
Bubnikovich, John – MCG  
Carlson, Brett – EMP-32  
Chuh, Yen – EMP-11  
Clair, Brad – PSP-08  
Conrad, Tessa – EMP-13  
Coppa, John – EMP-09  
Dayley, Dwayne – EMP-19

Dooley, John – EMP-03  
Eago, Katherine – MCG  
Eggen, Randy – EMP-02  
Emery, Ed – EMP-05  
Fedele, James - IMP  
Fink, Alan – CLD-03  
Flanagan, Clay – EMP-22  
Funk, Bob – EMP-11  
Gobany, Jim – EMP-10  
Gordon, L. C. – EMP-21  
Gordon, Andy – CLD-04  
Gorrivan, Tom – EMP-14  
Griggs, Jim – EMP-09  
Hall, David – EMP-11  
Hammer, Keith – EMP-14  
Hanna, Jon – PSP-06  
Hauter, William – EMP-12  
Herd, Tom – EMP-06  
Hildago, Xavier - IMP  
Hoday, John – PSP-04