

**Happy July 1<sup>st</sup>**

One-half of 2012 is completed. Only 183 days left until we celebrate 2013. Happy New Year!

**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 Workshops  
 PSP = Professional Sales Program

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**Error**

The June newsletter mentioned a BMW M3 motorcycle. **KORDES**, Shawn – (ELD-01) - was the first to contact us and inform us that the BMW M3 was an automobile. Thanks for keeping us on the straight and narrow. Shawn is Regional Vice President – Southern Region – CommScope, 100 Eastshore Drive, Lexington, SC 29072 - Bus – 803-520-6452 - Cell – 803-873-6714 - [skordes@commscope.com](mailto:skordes@commscope.com).

**Humor**

Attending a wedding for the first time, a little girl whispered to her mother, "Why is the bride dressed in white?" The mother replied, "Because white is the color of happiness, and today is the happiest day of her life." The child thought about this for a moment then said, "So why is the groom wearing black?"

Three boys are bragging about their fathers. The first boy says, "My Dad scribbles a few words on a piece of paper, he calls it a poem, they give him \$50." The second boy says, "That's nothing. My Dad scribbles a few words on piece of paper, he calls it a song, and they give him \$100." The third boy says, "I got you both beat. My Dad scribbles a few words on a piece of paper, he calls it a sermon, and it takes eight people to collect all the money!"

**Seminars Starting In 2012 - 2013****Executive Management Programs****Class 41**

- ▶ **Week 1** – Jul. 23 – 27, 2012 ◀
- Week 2 – Oct. 22 – 26, 2012
- Week 3 – Feb. 18 – 22, 2013
- Week 4 – May 20 – 24, 2013
- Week 5 – Aug. 12 – 16, 2013

**Class 42**

- ▶ **Week 1** – Nov. 12 – 16, 2012 ◀
- Week 2 – Feb. 25 – Mar 1, 2013
- Week 3 – Jun. 10 – 14, 2013
- Week 4 – Sep 16 – 20, 2013
- Week 5 – Dec. 09 – 13, 2013

**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

(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.)

**Chronological Calendar – 2012 & 2013**

- EMP 39/3 – JUL 16 - 20
- ▶ EMP 41/1 – JUL 23 – 27 ◀
- EMP 37/5 – AUG 06 - 10
- PSP 12/2 – AUG 13 - 17
- EMP 38/5 – SEP 10 - 14
- EMP 40/3 – SEP 17 - 21
- EMP 39/4 – OCT 15 - 19
- EMP 41/2 – OCT 22 – 26
- ▶ EMP 42/1 – NOV 12 – 16 ◀
- PSP 12/3 – DEC 03 – 07
- EMP 40/4 – DEC 10 – 14

**2013**

- EMP 39/5 • JAN 21 – 25
- ▶ EMP 43/1 • FEB 11 – 15 ◀
- EMP 41/3 • FEB 18 – 22
- EMP 42/2 • FEB 23 – MAR 01
- PSP 12/4 • MAR 18 – 22
- EMP 40/5 • MAR 18 – 22
- 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

## Steven's Statement

In week two of the Executive Management Program, we spend time on long-range planning. Participants are asked to contemplate what government, the work force, business, and industry will be like five years from now. We have been doing this for 32 years. We can safely say that 80 to 85 per cent of what our participants tell us will actually happen. I have lived to see it happen.

However, we then ask them to consider what has already happened and is in existence today. Why do we do that? 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.

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.

The founders of "Netflix" did just that. The post office has been around for many years. When DVD's were invented, it made it possible to ship movies by mail. This was not economical when movies were on tape cartridges. Blockbuster started their business by exploiting the tape cartridge. This required the building of stores to act as warehouses for the tape cartridges. Blockbuster missed the emergence of the DVD. Remember - Netflix did not invent the post office or DVD's. They exploited that which had already been created.

Think about UPS and FedEx. How many new businesses were started because a product could be delivered to customers the next day by 10:00 am? ProFlowers comes to mind. One company was able to do away with their Distributors because of UPS.

ACTION PLAN - You and your team should take time to Identify what already exists that could have an impact on your business or product. What new major trends have appeared in your market? What new technologies have emerged? Are you taking full advantage of that which has already happened? If not, what should you be doing? This should be a continuing dialogue in your team.

## John's Jottings

It's time for some self-analysis. Three questions for you to consider. One, how do you feel about your career progress to date? Two, how effective are you as a manager? Three, how satisfied are you with your contributions to your company?

Be honest with your self. This is not a time for self-delusion.

Your likelihood of achieving the most on all three questions is largely a function of your habits. We all have the same amount of time. No one has more than any other, and all of you have all there is!

Our potential - genes - was determined by our parents - all we can do is thank them and proceed.

However, our habits - now that's a different matter. We have good habits and we have bad habits. The same potential combined with good habits over time achieves the most. Potential combined with bad habits is destructive. In addition, we can change our habits. So, focus on your good habits - reinforce them. Identify your bad habits - endeavor to replace them with good ones.

Here are some areas to consider as to whether you have good or bad habits. First, how did you end last year? Were good things accomplished? Did you tell your team where they excelled and did you congratulate them? Yes! That's a good habit - be diligent at reinforcing your good practices that produce outstanding achievements.

Second, we're six months into a new year. Have you agreed with your direct reports on what their goals and objectives are for this year? Did you and your reports establish clearly how you will know if their goals have been met? Are the goals specific, measurable and do they accurately describe what needs to occur this year? No! That's a bad habit. Change it!

Third, we are at the end of the first two quarters. Have you had two quarterly reviews of your direct report's progress, i.e., have you even scheduled a performance review? No! This is a great time to establish a good habit. Schedule them now.

All a manager has is people - if the people don't perform, the manager hasn't managed. Make your habits a multiplier for your potential and your time.

"To learn new habits is everything, for it is to reach the substance of life. Life is but a tissue of habits."

Amiel

## **Miskate II De-commissioned**

It has been decided to de-commission the Miskate II after 15 years of service as the flagship of Admiral "what'shername's" Navy. This 60 ft. houseboat was custom built in 1997 by the Play Craft Boat Co. in Missouri to make the "Great Circle" cruise in 1999. (This never happened, as Stevens did not take the year off to go cruising.) Subsequently the Miskate II has been serving as a party boat by taking participants of INM's seminars on cruises of the Little TN and Big TN rivers during their free Wednesday afternoons.

During the past 36 months, the Miskate II has been in dry dock four months on two occasions at the Harbor Town Shipyards. The first repair was the result of severe wind damage that required the replacing of the entire Bimini top and superstructure plus replacing the complete upper deck. The second was the result of a mini-tornado that tore three mooring cleats and part of the deck from the port side of the boat. Also three-fourths of the port rub rails were ripped loose. Fortunately, the family was visiting that weekend. Fast work on their part prevented the Miskate II from completely breaking loose and going aground.

The Miskate II will be permanently tied up at its floating dock behind the Stevens' Townhouse. The remainder of Admiral Kate's Navy – a fishing dinghy, two Yamaha jet skis, and a Chaparral Speed Boat – will continue to occupy the boathouse and dock. The houseboat will serve as an office annex during the nice weather of spring, summer and fall and a hide-away for Tom's afternoon naps.

The first Miskate was a 38 ft. houseboat on the Mississippi river. This was moored at Canton, Missouri when Tom served as Academic Dean of Culver-Stockton College – 1963 – 1966.

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### **Pray for Leroy**

A Tennessee Preacher said, "Anyone with 'special needs who wants to be prayed over, please come forward to the front by the altar.'" With that, Leroy got in line, and when it was his turn, the Preacher asked, "Leroy, what do you want me to pray about for you?" Leroy replied, "Preacher, I need you to pray for help with my hearing." The preacher put one finger of one hand in Leroy's ear, placed his other hand on top of Leroy's head, and then prayed and prayed and prayed. He prayed a "blue streak" for Leroy, and the whole congregation joined in with great enthusiasm. **After a few minutes, the preacher**

removed his hands, stood back, and asked, "Leroy how is your hearing now?" Leroy answered, "I don't know. It ain't 'til next week."

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### **Futility**

In 1898, a struggling author named Morgan Robertson concocted a novel about a fabulous Atlantic Ocean liner, far larger than any liner ever built. Robertson loaded his mythical ship with rich and complacent passengers and then wrecked it one cold April night on an iceberg. This somehow showed the futility of everything, and in fact, the book was called "Futility" when it appeared that year, published by the firm of M. F. Mansfield.

Fourteen years later a British shipping company named the White Star Line built a steamer remarkably like the one in Robertson's novel. The new liner was 66,000 tons displacement - Robertson's was 70,000 tons. The real ship was 882.5 feet long - the fictional one was 800 feet. Both could carry about 3,000 passengers, and both had enough lifeboats for only a fraction of this number. However, this did not seem to matter because both were labeled "un-sinkable."

On April 10, 1912, the real ship left Southampton on her maiden voyage to New York. Her cargo included a priceless copy of the Rubaiyat of Omar Khayyam and a list of passengers collectively worth \$ 230 million dollars. On her way to New York, she too struck an iceberg and went down on a cold April night.

Robertson called his ship the Titan - the White Star Line called its ship the Titanic. And that my seafaring readers, is the way of the sea.

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### **Actual Signs**

#### **In a Memphis department store**

BARGAIN BASEMENT UPSTAIRS

#### **Outside a second-hand shop**

WE EXCHANGE ANYTHING - BICYCLES, WASHING MACHINES, ETC. WHY NOT BRING YOUR WIFE ALONG AND GET A WONDERFUL BARGAIN?

#### **Notice in health food shop window:**

CLOSED DUE TO ILLNESS

#### **On a repair shop door**

WE CAN REPAIR ANYTHING. (PLEASE KNOCK HARD ON THE DOOR - THE BELL DOESN'T WORK)

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