

Happy July 1st

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

PSP = Professional Sales Program

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2013 – 2015 - Seminars

Executive Management Program

Class 45

(Only 3 openings left)

- ▶ **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

2014

Class 46

- ▶ **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 – 10, 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

Professional Sales Program

Class 14

- ▶ **Week 1 – Sep. 09 – 13, 2013** ◀
- Week 2 – Jan. 13 – 17, 2014
- Week 3 – May 05 – 09, 2014
- Week 4 – 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 – 2013 - 2014

2013

- EMP 41/5 – AUG 12 – 16
- EMP 43/3 – AUG 19 – 23
- ▶ **EMP 45/1 – AUG 26 – 30** ◀
- ▶ **PSP 14/1 – 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
- EMP 42/5 & PSP 13/4 – DEC 09 – 13

2014

- ▶ **EMP 46/1 – JAN 10 – 14** ◀
- EMP 43/5 – JAN 17 – 21

Stevens Statement

1. Mary's mother had three children. The first child was named April. The second child was named May. What was the third child's name?
2. A clerk at the butcher shop is five feet ten inches tall and he wears size 13 sneakers. What does he weigh?
3. Before Mt. Everest was discovered, what was the highest mountain in the world?
4. How much dirt is there in a hole that measures two feet by three feet by four feet deep?
5. What word in the English Language is always spelled incorrectly?
6. Billy was born on December 28th, yet his birthday is always in the summer. How is this possible?
7. In California, you cannot take a picture of a man with a wooden leg. Why not?
8. What was the President's name in 1975?
9. If you were running a race, and you passed the person in 2nd place, what place would you be in now?
10. Which is correct to say, "The yolk of the egg are white" or "The yolk of the egg is white?"
11. If a farmer has 5 haystacks in one field and 4 in another field, how many haystacks would he have if he combined them all in another field?

Impossibilities in this world!

1. You cannot count your hair.
2. You cannot wash your eyes with soap.
3. You cannot breathe through your nose when your tongue is out. (Put your tongue back in your mouth, you silly person.)

Ten things I know about you.

1. You are reading this.
 2. You are human.
 3. You cannot say the letter "P" without separating your lips.
 4. You just attempted to do it.
 5. You are laughing at yourself.
 6. You have a smile on your face and you skipped No. 5.
 7. You just checked to see if there is a No. 5.
 8. You laugh at this because you are a fun loving person & everyone does it too.
 9. You will have fun showing this column to someone else.
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John's Jottings

Metal Industries in Florida has a spring-cleaning practice. The company buys lunch for all employees as they spend the day spring-cleaning their files and offices. Damian **Macaluso** - (EMP-08,) - President, says the lunch is good and the results excellent.

This year someone found a list on leadership characteristics and practices. Damian forwarded it and I thought you might like to use it as a checklist in evaluating your own leadership. Which of these practices are you good at? Which do you need to work on?

1. Make expectations clear. How can you and your people know if they are doing their jobs if you have not made it perfectly clear what is expected of them?
2. Don't settle for good enough. Set the bar high. Aim for the moon - your people will help get there.
3. Catch people doing something right. Focus on what's going right and you will have a better chance of seeing more of it.
4. Add value to every interaction you have. Try to leave every situation better than you found it.
5. Focus on what is right, not who is right. Deal with what is right first, and then who is right. Keep the two issues separate.
6. Lead people, manage things. To manage is to control. People want to be led, not managed.
7. Whatever you need more of, practice doing more of it. Lead by example. Do more of whatever it is you think is lacking.
8. Consistently reinforce the vision. People need to know the destination - something to believe in. This will enable them to be more effective.
9. Surround yourself with quality people. Hire the best people you can - they are an extension of you. They will determine your effectiveness. If you have a personnel problem, deal with it. Procrastination is the biggest enemy to leadership.
10. Take care of yourself. You will not do anyone any good if you are unable to function effectively in your position. Set the ultimate example by taking care of your health and you will help insure a healthier organization.

Thanks, Damian!

PRACTICE WHAT I PREACH? I'm trying! From July 1 to July 16 my wife, partner and co-worker - (all the same wonderful person) - and I are on vacation in Alaska. No emails - no texts - no phone! If you need something, call or email Tom. (Do not text him - he doesn't know how to do that.) I will re-engage July 17. (Editor - John's right, as usual!)

Government Explained

I recently stopped at a gas station here in Tennessee and, after filling my tank, I watched a couple of men working along the roadside.

One man would dig a hole two feet deep and then move on. The other man came along behind him and filled in the hole. One man would dig a new hole, the other was 25 feet behind filling it in. The men worked right past me and went on down the road.

Being a curious sort I drove after them, stopped by the man filling in the recently dug hole, and said, "Can you tell me what's going on here with all this digging and refilling?"

"Well, we work for the government and we're just doing our job." the man said. "But one of you is digging a hole and the other fills it up. You're not accomplishing anything. Aren't you wasting the taxpayers' money?" The gentleman looked puzzled. "You don't understand, mister," he said, leaning on his shovel.

"Normally there's three of us - me, Elmer and Leroy. Leroy digs the hole, Elmer sticks in the tree, and I put the dirt back. Elmer's job's been cut so now it's just me and Leroy.

At last! An explanation on how our government **RE-ALLY** operates and why we are many trillions of dollars in debt!

English Lesson

Listen and silent use the same letters. (Seems to be a message in this.)

Eat is the only word that if you take the first letter and move it to the last, it spells the past tense – ate.

Knowledge of the United States

Q is the only letter in the alphabet that does not appear in the name of any state.

According to the New York Times, Mississippi's most widely harvested product is catfish.

The only active diamond mine in the United States is in Arkansas.

The smallest U.S. state in area, west of the Mississippi River, is Hawaii.

The U.S. state that contains the most square miles of inland water is Alaska.

The United States would fit into the continent of Africa three-and-a-half times.

The length of the world's shortest river - the D River in Oregon is only 21 ft. long.

There are four mountain ranges in New York State - (Adirondack, Catskill, Shawangunk, and Taconic.)

There are 3 active volcanoes in Alaska and 3 million lakes. (The largest, Lake Iliamna, is the size of Connecticut.)

Steven's Statement Answers

1. Mary's mother had three children. The first child was named April. The second child was named May. What was the third child's name? Answer – Mary, of course.
2. A clerk at the butcher shop is five feet ten inches tall and he wears size 13 sneakers. What does he weigh? Answer – meat.
3. Before Mt. Everest was discovered, what was the highest mountain in the world? Answer – Mt. Everest – it just wasn't discovered yet.
4. How much dirt is there in a hole that measures two feet by three feet by four feet deep? Answer There is no dirt in a hole.
5. What word in the English Language is always spelled incorrectly? Answer – Incorrectly.
6. Billy was born on December 28th, yet his birthday is always in the summer. How is this possible? Answer – Billy lives in the Southern Hemisphere.
7. In California, you cannot take a picture of a man with a wooden leg. Why not? Answer – You can't take pictures with a wooden leg – you need a camera.
8. What was the President's name in 1975? Answer – Same as it is now – Barack Obama.
9. If you were running a race, and you passed the person in second place, what place would you be in now? Answer – You would be in second. place. You passed the person in second not the first place runner.
10. Which is correct to say, "The yolk of the egg are white" or "The yolk of the egg is white?" Answer – Neither – the yolk of an egg is yellow.
11. If a farmer has 5 haystacks in one field and 4 in another field, how many haystacks would he have if he combined them all in another field? Answer – One. If he combines all the haystacks, they become one big haystack.

Scoring – If you got them all right, you are destined to remain in your present humdrum job forever – you have too much common sense. If you got most of them wrong, you qualify for an important governmental position – possibly cabinet level. Smile!