

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

2014 is half over – have you spent the past 182 days wisely? July 10 is Teddy Bear Picnic day.

## 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

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## New Word

### With Perfidation

How citizens feel they are being treated by the Political Class – (*all parties.*)

*Per-fi-dy* – *n.* – *pərˈfɪdē* - deliberate breach of faith, calculated violation of trust, deceitfulness, untrustworthiness, duplicity, disloyalty, faithlessness, betrayal, breach of trust.

## 2014 → 2016 Seminars

### Executive Management Program

#### 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

#### 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 Tom Stevens at [inmco@mindspring.com](mailto:inmco@mindspring.com).)

## Chronological Class Calendar

### 2014

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

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-47/3 – DEC 08 – 12

**John's Jottings & Steven's Statement**  
**Thirty-Two Years of Predictability**

The Executive Management Program has been in operation for 32 years. In those 32 years over 9,500 managers have attended classes. These managers have come from 65 countries and 665 companies. They have been evaluated by over 49,000 direct reports through the use of a 360-degree survey. The Management Practices Survey contains 60 questions divided into 10 management categories with 6 questions per category. The 10 categories are – Planning, Organizing, Controlling, Communicating, Motivating, Developing, Performing, Meetings, Teamwork, and Listening. Each manager is evaluated by their direct reports, supervisor, and co-workers. The managers also evaluate themselves.

A most interesting predictability has occurred in every single class. Two of the management categories

have always been rated by the direct reports as the most negative - Developing and Performing. These results are for the entire class not an individual manager. The questions for these two categories are listed below.

**ACTION PLAN** – Read each question carefully and rate yourself as to how you see yourself doing what is described. Use the following rating scale – SA = Strongly Agree • A = Agree • D = Disagree • SD = Strongly Disagree. Use only one check mark for each question. Only you will see the results so be brutally honest. After you rate each question go back and do a review. Do you really do the things you marked with an SA or A? Would your Direct Reports agree? What is your plan for changing the D or SD answers to positive answers?

<b><u>DEVELOPING</u></b>					
<b><u>#</u></b>	<b><u>SURVEY QUESTIONS</u></b>	<b><u>SA</u></b>	<b><u>A</u></b>	<b><u>D</u></b>	<b><u>SD</u></b>
6	My manager regularly suggests improvements I can make in my management and leadership skills.				
16	My manager is concerned about my career development.				
26	My manager helps me prepare for greater future responsibilities.				
36	My manager talks with me about my future.				
46	My manager provides me with different kinds of work experience.				
56	My manager sees that I receive training in the knowledge and skills required to do my job.				

<b><u>PERFORMING</u></b>					
<b><u>#</u></b>	<b><u>SURVEY QUESTIONS</u></b>	<b><u>SA</u></b>	<b><u>A</u></b>	<b><u>D</u></b>	<b><u>SD</u></b>
7	My manager is honest when discussing my performance with me.				
17	Regularly, at least quarterly, my manager discusses his/her evaluation of my performance against my goals.				
27	I know what my manager thinks of my performance.				
37	My manager establishes clear and concise goals with me.				
47	My manager conducts effective performance appraisal discussions with me.				
57	My manager gives me constructive and useful feedback.				

**"We become what we want to be by consistently being what we want to become each day."**  
 Richard G. Scott    **"Make the most of yourself – for that is all there is."** Ralph Waldo Emerson

**???? KNIHT - JUNE - THINK ????**

Thank you for your positive response to the puzzle section. Again, my apology for the confusion on the second puzzle.

**(Answers - June Newsletter Puzzles)**

**8+8+8+8+8+8+8 = 1,000**

Using only eight 8's and only addition, can you make eight 8's = 1,000?

**ANSWER** – 888 + 88 + 8 + 8 + 8 = 1,000

**What Time Is It?**

I gave John a desk clock. Unfortunately it loses 6 minutes every hour. At midnight I set it correctly with my Rolex and the desk clock now shows 10:12 am. I know that the clock stopped exactly 2 hours ago - what was the precise time when John's desk clock stopped?

**ANSWER** – 11:20 pm

The desk clock is losing 6 minutes every hour therefore, for every hour that has passed, the desk clock will only show 54 minutes.

Since the desk clock shows 10:12 am we know that 612 clock minutes have passed. Therefore, Tom's Rolex is 11% faster than the desk clock which means 680 real minutes have elapsed or eleven hours and 20 minutes.

**Scrap Metal Business**

A scrap metal dealer drove to a recycling plant 60 miles away. At the beginning of the trip he filled his gas tank with 25 gallons of gas. The temperature was 67 degrees and it rained on the return trip. As he began his trip a piece of metal pierced his gas tank which caused him to lose one gallon of gas per hour while the truck was moving. On the way there, fully loaded, he drove a steady 12 mph. On the way back, empty, he drove a steady 16 mph. He arrived at the recycling plant at 11:20 am, unloaded, and departed at 2:10 pm. His truck gets 8 miles per gallon. Did he run out of gas on the way home and if not, how much gas was in the tank when the trip was finished?

**ANSWER** – he did not run out of gas and he had 1 1/4 gallons left in the gas tank at the end of the trip.

The round trip was a total of 120 miles. At 8 mpg 15 gallons of gas was consumed. The outbound trip of 60 miles was at 12 mph and took 5 hours. The return trip was at 16 mph and took 3 3/4 hours. The total trip took 8 3/4 hours which means that 8 3/45 gallons of gas were lost as a result of the leak. Therefore 15 gallons of gas were used for the round trip. 8.75 gallons were lost as a result of the gas leak, which was a total of 23 3/4 gallons used in the round trip. 1 1/4 gallons was left in the tank. (Since gas was lost only while the truck was moving the unloading time has no bearing in finding the answer nor does the temperature and weather conditions.)

**???? KNIHT – JULY - THINK ????**

**Month & Year**

Take the number of days in a leap year, add the number of months having 30 days, divide by the number of doughnuts in a Baker's Dozen, add the number of days in March, add the square root of 9, and divide by the number of days in a week. Which month are you left with and what year is it?

**ANSWER** –

**Teamwork**

Three workers are laying a brick wall. John can lay 1,000 bricks in three hours. Kate can lay 1,000 bricks in two hours. Tom can lay 1,000 bricks in six hours. How long will it take them to lay 2,500 bricks if they work together as a team?

**ANSWER**

**My Allowance**

Last week my lovely wife, "What'shername," gave me my weekly allowance. On Monday I spent a quarter of my allowance on clothes. On Tuesday I spent one third of my remaining money on a CD. On Wednesday I spent half of my remaining money on candy. On Thursday I spent my last \$1.25 on a beer. How much does "What'shername" give me each week as my allowance?

**ANSWER**

"Frustration, although quite painful at times is a very positive and essential part of success." Bo Bennett

**Did You Know?**

- [Symbolics.com](http://Symbolics.com) was the first registered domain name.
- Bill Gates' house was designed on a Macintosh computer.
- Approximately 2 billion people connect to the Internet and only 500 million of them speak English.
- In the US one out of every eight married couples - (2011) - met online.
- The Clinton Administration launched the first White House website on October 21, 1994. (Coincidentally, [www.whitehouse.com](http://www.whitehouse.com) linked to a pornographic web site.)
- 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 and United States congressman, senator, and vice president, becoming President of the United States following the assassination of Abraham Lincoln.

## Skepticism

Several of our readers have cast aspersions and doubt on my remarks about our Spaghetti Trees in the April 2014 newsletter. They suggested it was an April Fools Day prank. Below is a picture taken during a recent spaghetti harvest in our Tennessee orchards. We were fortunate to obtain the services of several fourth generation itinerant Italian families that come to the US to follow the tri-annual Spaghetti harvests. The Wodjehowski, Takahashi, O'Toole, and Martinez families are legendary in their knowledge of spaghetti harvesting. Spaghetti must be picked when it comes into full bloom for proper texture, color, length, and flavor. We were privileged to sit around their campfire listening to folk songs and participating in their folk dance polkas.



The Italian Association of Spaghetti Tree Growers – (IASTG) – has informed us that they anticipate announcing the availability of miniature Angel Hair Pasta indoor trees and the small, indoor Lasagna Bushes in April 2015. Their experimentation has progressed more rapidly than anticipated. We will keep you advised.

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### This Really Happened

> When his .38 caliber revolver failed to fire at his intended victim during a hold-up in Long Beach, CA the would-be robber, James Elliot, did something that can only inspire wonder. He peered down the barrel and tried the trigger again. This time it worked. Good-bye Mr. Elliot.

> After stopping for drinks at an illegal bar, a Zimbabwean bus driver found that the 20 mental patients he was supposed to be transporting from Harare to Bulawayo had escaped from his bus. Not wanting to admit his incompetence, the driver went to a nearby bus stop and offered everyone waiting there a free ride. He then delivered the passengers to the mental hospital, telling the staff that the patients were very excitable and prone to bizarre fantasies. The deception was not discovered for three days.

> When a man attempted to siphon gasoline from a motor home parked on a Seattle, WA street by sucking on a hose, he got much more than he bargained for. Police arrived at the scene to find a very sick man curled up next to the motor home near spilled sewage. A police spokesperson said that the man admitted to trying to steal gasoline, but he plugged his siphon hose into the motor home's sewage tank by mistake.

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## John's Jottings

### Special Announcement

### INM Surveys To Be Available Online!

Beginning with Class 45, week 5 - (Oct 6 - 10) – all Management Practices and Co-Worker Surveys will be available on line! Thanks to Steve **McBRIDE** - (PSP-02) - CEO, Weever Apps, our seminar participants will be able to direct individuals completing surveys to a web address that will present them with an App for their smart phone or tablet. This App will enable people to complete the surveys without having to copy, save and email or fax them to us. Survey participants will simply complete the survey on their smart phone or tablet and hit send.

Steve contacted me with this idea several months ago. I was excited. Steve and his colleagues have developed and tested the application. With class 45, week 5 this App goes live. Class 45 participants will receive the URL when the surveys are distributed. In turn, they will provide it to the individuals completing surveys. This App will greatly simplify the survey process and save responders time. The old method of sending the surveys by fax or email will still be available.

If Steve and his colleagues can do this for the INM surveys, imagine what they can do for your business! For ideas and suggestions please contact Steve McBride at Weever Apps.

His email address is - [smcbride@weeverapps.com](mailto:smcbride@weeverapps.com). Or call him at 905 218-6584. Be sure to check out the Weever Apps web site at <http://weeverapps.com>.

Thanks, Steve for bringing INM into the 21<sup>st</sup> century.

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### More – It Really Happened

> A Swiss hotel chef lost a finger in a meat-cutting machine and submitted a claim to his insurance company. The company, expecting negligence, sent a claim adjuster to investigate. The Adjuster tried the machine and also lost a finger. The chef's claim was approved.

> An American teenager was in the hospital recovering from serious head wounds received from an oncoming train. When asked how he received the injuries, he told police that he was simply, "trying to see how close he could get his head to a moving train before he was hit."

> A man walked into a Louisiana Circle-K, put a \$20 bill on the counter, and asked for change. When the clerk opened the cash drawer, the man pulled a gun and asked for all the cash in the register, which the clerk promptly provided. The man took the cash from the clerk and fled, leaving the \$20 bill on the counter. The total amount of cash he got from the drawer was \$15. (If someone points a gun at you and then gives you money, has a crime been committed?)

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"The difference between stupidity and genius is that genius has its limits." Albert Einstein

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