

Happy June 1st

June is named after the **Roman goddess Juno**, wife of Jupiter and equivalent to the **Greek goddess Hera**. June is the month with the longest daylight hours of the year in the **Northern Hemisphere** and the shortest daylight hours of the year in the Southern Hemisphere. In Iceland, folklore says that if you bathe naked in the morning dew of June 24, you will keep aging at bay. Seems reasonable to me & a plan! See you on the lawn.

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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Remember – It is your job to keep us up-to-date on your career and other important activities.

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

(There is still room in Class 41 for four more participants.)

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 or call 865-458-3429.

Chronological Calendar – 2012 & 2013

- EMP 40/2 – JUN 11 - 15
- EMP 38/4 – JUN 25 - 29
- 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 ◀

Steven's Statement - Leadership

Great leaders know and understand the aspirations and capabilities of the people they lead. They are students of their people. They know their people and can identify opportunities that best match their strengths and goals. This commitment to matching strengths and aspirations to the best opportunities demonstrates something very compelling about their leadership - a genuine care and concern that seeks to bring out the best in their people.

Take a cue from Dorothy in *The Wizard of Oz*. She recruited three people to her team, not by convincing them of the rightness of her own aspirations - (getting back to Kansas;) - but by looking for a way to help them pursue their own aspirations in the context of her goal - (getting to the Emerald City.) She didn't cast aspersions on the Scarecrow's hope for a brain, the Tin Man's longing for a heart, or the Lion's insecurities about courage. Instead, she wondered how joining her could help them get what they wanted. She knew her own goal and was caring enough to listen to and accommodate theirs. She led people who were very different from her with aspirations different from hers. But the obvious differences - generation, gender, and, species - didn't seem to interfere with her recruiting and leading an effective team. What lessons can we learn?

1. Know your people. Become a student of your people - not just the generational influences they grew up with but also the personal aspirations that drive them. You will inevitably study the generational influences that shape their thinking, but it won't be to find excuses for poor leadership - (which, unfortunately, is why many Baby Boomers study the generations that follow them) - instead, it will be to figure out how to bring out the best in each of them.

2. Know yourself as a leader. What matters to you as a leader? What values are important to you? What principles guide your leadership style? What contribution do you want to make? What legacy do you want to leave behind? I cannot think of a single great leader - whether in the annals of history or in the marketplace - that didn't deeply explore these questions and articulate the answers that emerged.

3. Become a student of great leadership. No one becomes a great leader by chance. Great leaders are great learners - they study great leadership. They read. They ask questions. They test and challenge their own assumptions. They make mistakes and learn from them. What about you? Are you a leader? Do people want to follow you?

John's Jottings

How can you engage the level of leadership below those reporting to you and at the same time reinforce the authority of your direct reports? Consider having a Brag Session. Here's how.

Ask your direct report to set up a meeting for you with himself/herself and his/her team. The purpose of the meeting is to have his/her team share how they are contributing to the achievement of the profit center's goals and objectives. Naturally, this requires the team to have goals that dovetail with the profit center's objectives.

There will be homework and specific assignments. The homework is for the team to identify their significant accomplishments and how to share them with you. Each member must take part, perhaps sharing a different accomplishment, or by adding details to what another team member says.

Your direct report has three jobs, manage the meeting, make sure nothing important is left out and that you appreciate the significance of what his/her team members are telling you.

Your job is to listen attentively, ask probing questions, and appreciate their contributions to the profit center's results. You will gain an understanding of how you might clear away obstacles to their continued success.

Consider allowing 1 1/2 to 2 hours for the first meeting. Subsequent meetings, on a quarterly basis, will take about an hour.

At the end of the meeting, I suggest you consider telling the participants they have earned the right to ask you any question they would like about the status/progress of the business. Most likely, they will give you a super opportunity to share successes and accomplishments that encourages and energizes everyone.

I suggest you have such a meeting with each of your direct report's teams. Once per quarter. Will take two or three meetings to really get going.

Advantages of Brag Sessions include -

1. A clearer understanding of the profit center's goals and objectives.
2. A clearer understanding of how each unit fits and what their unique contribution is to success.
3. A sharper focus on critical elements of success.
4. A heightened sense of teamwork throughout the organization.
5. A deeper understanding on your part where you can make the biggest impact to clearing obstacles and barriers to your organization's success.
6. A never-ending flow of good ideas for future growth and development, of both the business and its people.

Try it. Let me know how it works for you. In future columns I will pass along success stories from you readers!

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Socialism vs. Capitalism

An economics professor said he had once failed an entire class. The students in this particular class insisted that socialism would work since no one would be poor and no one would be rich, it was a great equalizer. The professor then said, "OK, we will have a socialism experiment in this class. All grades will be averaged and everyone will receive the same grade so no one will fail and no one will receive an A - equalization." After the first test, the grades were averaged and everyone got a B. The students who had studied hard were upset while the students who had studied very little were happy. But, as the second test rolled around, the students who had studied little studied even less and the ones who had studied hard decided that since they couldn't make an A, they also studied less. The second test average was a D. No one was happy. When the 3rd test rolled around the average grade was an F. The scores never increased as bickering, blame, name-calling resulted in hard feelings, and no one would study for anyone else. To their great surprise all failed. The professor told them that socialism would ultimately fail. The harder people try to succeed the greater their reward - (Capitalism) - but when a government takes all the reward away - (Socialism) - no one will try or succeed.

Never Copy a Copy

A new monk was assigned to help the older monks copy by hand the ancient canons and laws of the church. He noticed, however, that all of the monks were copying from copies, not from the original manuscript. So, the new monk went to the head Abbot to question this, pointing out that if someone had made even a small error in the first copy, it would never be picked up! In fact, that error would be continued for centuries in all of the subsequent copies.

The head monk, said, "We have been copying from the copies for centuries, but you make a good point, my son." He went down into the dark caves underneath the monastery where the original manuscripts were kept in a locked vault that had not been opened for hundreds of years. Hours went by and nobody saw the old Abbot.

So, the young monk got worried and went down to look for him. He saw the Abbot banging his head against the wall and wailing. "We missed the R! We missed the R!" "We missed the R!" His forehead

was bruised and he was crying uncontrollably. The young monk asked the Abbot, "What's wrong, father?" With a choking voice, the old Abbot replied, "The word was celebrate! We missed the R!"

A Point of View

A motorcycle mechanic was removing a cylinder head from the motor of a BMW M3 when he spotted a well-known cardiologist in the shop. The cardiologist was waiting for the Service Manager to look at his car when the mechanic shouted across the garage, "Hey doc, want to take a look at this?"

The cardiologist, a bit surprised walked over to where the mechanic was working on the motorcycle. The mechanic straightened up, wiped his hands on a rag, and said, "Look at this engine. I opened its heart, took the valves out, repaired or replaced anything damaged, and then put everything back in, and when I finished, it worked just like new. So, how come I make \$24,000 a year and you make \$1mil when you and I are basically doing the same work?"

The cardiologist leaned over, and whispered to the mechanic, "Try doing it with the engine running!"

Financial Planning

Dan was a single guy living at home with his father and working in the family business. He found out he was going to inherit a fortune when his sickly father passed away. Dan decided he needed to find a wife with whom to share his future fortune.

One evening, at an investment meeting, he spotted the most beautiful woman he had ever seen. Her natural beauty took his breath away. "I may look like just an ordinary guy," he said to her, "but in just a few years my father will die and I will inherit \$400 million." Impressed, the woman asked for his business card. Three weeks later, she became his stepmother. Women are so much better at financial planning than men.

Actual Signs

TOILET OUT OF ORDER. PLEASE USE FLOOR BELOW

In a Laundromat

AUTOMATIC WASHING MACHINES - PLEASE REMOVE ALL YOUR CLOTHES WHEN THE LIGHT GOES OUT

In an office

AFTER COFFEE BREAK, STAFF SHOULD EMPTY THE COFFEE POT AND STAND UPSIDE DOWN ON THE DRAIN BOARD