

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

The June Birthstones are Pearl, Alexandrite and Moonstone. The rose is the birth flower. Zodiac signs – Gemini until June 20 – Cancer June 21 →. Special observance days – June 6 - National Yo-Yo day and also Doughnut day. June 14 – World Juggler’s day. June 20 – Take your dog to work day and my favorite, June 22 – *National chocolate éclair 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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**PETERS**, Scott – (EMP-12) – is now Vice President & General Manager of Americas & Europe – Macnaught USA, 614 S. Ware Blvd., Tampa, FL 33619 – Bus – 813-628-5806 – Cell – 972-998-8338. Scott placed second in a six state, 1,500-mile motorcycle rally by completing the run in 22 hours. *(He didn’t get one ticket!)* [Scott.peters@macnaught.com.au](mailto:Scott.peters@macnaught.com.au).

**WILLIAMS**, Jay – (ELD-01) – is Vice President of Sales – ITRACS, a CommScope Company, 4102 Perry View Rd., Nottingham, MD 21236 – Bus – 410-340-8918 – Cell – 410-340-8918 – [jayw@commscope.com](mailto:jayw@commscope.com).

## Words of Wisdom

- I have seen better days, but have also seen worse. I don’t have everything I want, but I have all I need. I woke with some aches and pains, but I woke up. My life may not always be perfect, but I am blessed.
- Remember – we do not stop playing because we are old – we are old because we stopped playing.

## New Word

**INTAXICATION** – That nice feeling you get when you receive a tax refund until you realize it is your money in the first place and the government has kept it without paying you any interest.

## 2014 → 2015 Seminars

### Executive Management Program

#### 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

#### 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

*(To enroll participants in any class please contact Tom Stevens at [inmco@mindspring.com](mailto:inmco@mindspring.com).)*

## Chronological Class Calendar

### 2014

- **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
- 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

## **Steven's Statement**

### **(A Collaboration)**

**"Failure always overtakes those who have the power to do but lack the will to do it."**

In 1955 Fortune magazine began its' Fortune 500 list of companies. These were the top 500 US companies ranked by gross revenues. We compared the 1955 **Fortune 500 companies against those listed in 2011**. Only 67 of the original 500 companies appear on both lists. In other words, only 13.4% of the 1955 Fortune 500 companies are still on the list 56 years later. 86.6% of these companies have either gone bankrupt, merged, gone private, or still exist but have fallen from the Fortune 500 ranking. Most of the 1955 companies are unrecognizable, forgotten companies today. That's a lot of churning and creative destruction, and it's probably safe to say that many of today's Fortune 500 companies will be replaced by new companies in new industries and new markets over the next 56 years.

We can guarantee that the management of the missing 433 companies did not consciously plan to disappear. Then why did it happen?

### **Reasons for Failure**

1. \_\_\_ Failure to develop new products for emerging markets.
2. \_\_\_ Failure to do long-range planning.
3. \_\_\_ Failure to watch their finances.
4. \_\_\_ Failure to develop their people.
5. \_\_\_ Failure to plan for management succession.
6. \_\_\_ Failure to set short-range objectives.
7. \_\_\_ Failure to give customer service.
8. \_\_\_ Failure to maintain quality control.
9. \_\_\_ Failure to change structure when required.
10. \_\_\_ Failure to listen to the customer.
11. \_\_\_ Failure to eliminate waste.
12. \_\_\_ Failure to generate new customers.
13. \_\_\_ Failure to pay attention to competitors.
14. \_\_\_ Failure to innovate.
15. \_\_\_ Failure to pay attention to international markets.
16. \_\_\_ Failure to look at complimentary acquisitions.
17. \_\_\_ Failure to get out of dwindling markets.
18. \_\_\_ Failure to keep up with governmental regulations.
19. \_\_\_ Failure to effectively manage conflict.
20. \_\_\_ Failure to establish organizational and Individual Accountability Plans.
21. \_\_\_ Failure to change.
22. \_\_\_ Failure to maintain a culture of success.
23. \_\_\_ Failure to give up marginal products.
24. \_\_\_ Failure to change bureaucratic processes.
25. \_\_\_ Failure to focus on their supply chain.

## **John's Jottings**

### **(A Collaboration)**

**ACTION PLAN** – Make copies of this page for all of your direct reports. Ask them to read the page and then put a checkmark by all of the items where they believe your organization is failing. You do the same. You and your team must be brutally honest in your assessment.

Call a staff meeting and engage in "show and tell." You go first. Record the number of checkmarks by each of the 25 items. Do not discuss any of the items at this time. After recording the checkmarks start with the items that have no checkmarks beside them. **(That's right – start with the positive items first!)** Thoroughly discuss each item where you and your staff feel you are not failing. Why aren't you failing in these areas? What can you learn from the analysis?

Now begin discussing the items having the highest number of checkmarks. Discuss what you are doing and not doing in that particular area. Why are you failing to pay attention to it? What should the action plan be and who should undertake it? **(Never assign an action to a committee – it will not get done.)**

Discuss every item where you or members of your team feel that something should be done. **(This is not the time for you, as the Supervisor, to become defensive.)** Listen carefully for understanding and encourage full and frank discussion. Do not try and place blame on anyone or any particular function. You are all in this boat together and in order to win the race you must all row together.

This would be an excellent time to use the "Impact Area Form – (Week 2, Unit 3 in your Executive Management Manuals)" - to prepare a specific, written plan. **(If you want a copy of the Impact Area Form email Tom Stevens at – [inmco@mindspring.com](mailto:inmco@mindspring.com).)**

**Remember** – this exercise is being done to make sure that in the future you will not be spoken of in the past tense!

A few of the companies that have disappeared from the 1955 Fortune 500 list –

- American Motors
- Studebaker
- Detroit Steel
- National Sugar Refining
- Gulf Oil
- Pan American Airways

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**"The only thing achieved in life without effort is failure."**

**"The difference between failure and success is doing a thing almost right and doing it exactly right."**

**"I can accept failure, everyone fails at something. But I cannot accept not trying."** Michael Jordan

**"My great concern is not that you failed, but whether you are content with your failure."** Abraham Lincoln

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**"Failure is an event not a person."** Zig Zaglar  
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◆\* **Muddled Management** ◆\*

(The following information was taken from TN Congressman John J. Duncan Jr's., Washington Newsletter, April 2014.) As of last year the Pentagon had purchased 50 helicopters from Rosoboronexport, a Russian company, for use in Afghanistan at a cost of \$857 million. They had wanted to purchase 87 helicopters at a cost of \$1.5 billion but the program was stopped because Russia was backing Syrian President Bashar al-Assad. When questioned as to why they were not purchased from a US company the answer was, "The Afghans are more familiar with Russian helicopters." (The contract was not put out for bid in the US.)

The healthcare law has been changed or delayed 27 times by Presidential Executive Order, 15 times by Congress in laws signed by the President, and twice by the Supreme Court. No law has ever had such a convoluted, confusing history in such a short time.

**Mt. Everest - Tragic Avalanche**

**SLAUGHTER**, Steve – (EMP-16) – Vice President & Gen. Mgr. – Vehicle Services Group, No. 1388, East Xiushan Rd., Haimen, PRC– [slaughter@vsgdover.com](mailto:slaughter@vsgdover.com) was at the site of the Mt. Everest Avalanche April 18.

Steve was on his second attempt to conquer the mountain. As a result of altitude sickness he had to abandon his first climb in 2010. I was watching the story unfold on the 6:00 pm TV news when I received an email from Steve at 6:14 pm. He was communicating with a number of people via email. Steve was at the Base Camp when he emailed the following – "My night started at 2:00 am as I heard the Sherpa's awake to head up through the ice fall towards Camp 1. I heard them leave about 2:30 am and went back to sleep. I heard several avalanches all around throughout the night. The biggest one happened around 6:15 am which brought most of us out of our tents to see what was happening."

"It came out of the top of the ice fall and covered the entire ice fall all the way to the bottom. At this time we began to hear talk about the missing Sherpa's. Thankfully we received word that our four Sherpa's were above the worst of the avalanche and were able to make it safely back down to our camp. For most of the day we heard and watched the rescue helicopters bringing people down from the mountain. The rescue efforts ended around 4:30 and will resume tomorrow."

"For now we are happy to be safe and thinking about all the families and teams affected by this tragedy. Lauren - (Steve's daughter) - had planned to catch a ride back to Namasche on one of the cargo helicopters. However, the team with that helicopter suffered the greatest loss. She will start walking down the mountain tomorrow."

The climb was canceled by the Nepal government and Steve is safely back in Haimen, China with his wife Sunny and newborn daughter – Toni Chen.

**\$\$\$ - MONEY - \$\$\$**

The US Government and the politicians – (all parties) - are tossing around money like it really isn't worth much. In my youth – (Civil War Days – according to my grandkids) – a \$One dollar bill was truly a lot of money. I recall getting five gallons of gas for \$One dollar and that included cleaning the windows, checking the oil, battery, and tires plus sweeping out the interior. Today, words like million, billion, and trillion are commonplace. I have done some research to quantify those amounts.

- 1,000 = one thousand
- 1,000,000 = one million
- 1,000,000,000 = one billion
- 1,000,000,000,000 = one trillion

If you were to count backwards one second at a time it would take - 12 days to reach a million, 31 years to reach a billion, 31,688 years to reach a trillion.

If you lived to 80 years of age you would have to save \$34 each day of your life to reach \$1 million, \$34,000 each day of your life to reach \$1 billion, \$34 million each day of your life to reach \$1 trillion.

\$1 million is a stack of \$1,000 bills 4 inches high, \$1 billion is a stack of \$1,000 bills 364 feet high, \$1 trillion is a stack of \$1,000 bills 63 miles high.

The US National Debt is \$17.5 trillion plus – (1,102.5 miles high.) No politician has ever been elected that, if elected, promised to increase the National Debt. Makes me wonder who is doing it?

In 1989, when the debt was a mere \$2.7 trillion, a National Debt Clock was erected in Times Square in NY. It registers the amount of debt the US is racking up every second. The clock has recently been upgraded to count "QUADRILLIONS" – kind of scary.

When you mention debt it means that someone is owed the money and expects to be paid back. Who owns the US National Debt?

- |               |                    |
|---------------|--------------------|
| 36% - USA     | 1.7% - Switzerland |
| 11% - China   | 1.4% - Russia      |
| 9.6% - Japan  | 1.3% - Luxembourg  |
| 2.2% - Brazil | 1.2% - Belgium     |
| 1.7% - Taiwan | 1.2% - Hong Kong   |

This debt (\$17.5 trillion) is in the form of US Treasury Notes and US Treasury Securities. USA includes individuals, pension funds, state governments, banks, life insurance companies, etc.

"The fact that we are here today to debate raising the debt limit is a sign of leadership failure. America has a debt problem (\$7.9 trillion) and a failure of leadership. Americans deserve better than that. I therefore intend to oppose the effort to increase America's debt." Congressman Barack Obama

Again, I wonder who in Hell is spending all of our money? It sure isn't me - is it, by chance, you?

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

You have been sitting long enough. It is time to take a break and exercise your brain. Starting with this June newsletter we will begin a series of questions to stimulate your mind. The answers will be in next month's newsletter unless you want to email your solutions to Tom to see if you got it right. Have fun!

[inmco@mindspring.com](mailto:inmco@mindspring.com).

**8+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 -**

**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 clock now shows 10:12 am. I know that the clock stopped 2 hours ago - what was the precise time when John's desk clock stopped?

**ANSWER -**

**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 the loss of 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 -**

"A good puzzle is a fair thing. Nobody is lying. It is very clear, and the solution depends entirely on you."

Emo Rubik – Inventor of the Rubik Cube

**Did You Know?**

- The oldest known puzzle is a dissertation of a square mentioned by Archimedes around 250 BC. It asked how many solutions were there? The answer of exactly 536 was finally figured out in 2003 by Dr. Bill Cutler of Cornell University.
- Jigsaw puzzles were invented in 1700 by English mapmaker and geographer John Spilsbury.
- A 1,141,800-piece jigsaw puzzle was solved by 15,000 people in Ravensburg, Germany in 2008.
- Arthur Wynne, inventor of the Crossword puzzle, was born in Liverpool, England, immigrated to the US and played violin in the Pittsburgh Symphony orchestra.
- The world record for solving a Rubik Cube is 5.5 seconds.

**Best Places to Earn a Living**

**Without Working!**

In an effort to perform a public service your editor has researched the best and worst places to earn a living - if you do not want to work. This data is for 2013 – the 2014 data is not available. To take advantage of this information all you have to do is move to the State of your choice, become unemployed, and apply for State and Federal benefits. The figures show the yearly amount you would receive and also its equivalent in a wage per hour. Remember – there is no income tax paid on welfare benefits!

<u>Rank</u>	<u>State</u>	<u>Yearly</u>	<u>Hourly</u>
1	Hawaii	\$60,950	\$29.13
2	Wash. D. C.	50,820	24.30
3	Massachusetts	50,540	24.30
4	Connecticut	44,370	21.33
5	New York	43,700	21.01
<b>Lowest</b>			
50	Idaho	11,150	5.36
49	Mississippi	11,820	5.69
48	Tennessee	12,120	5.83
47	Arkansas	12,230	5.88
46	Texas	12,550	6.03

This explains a TV interview I saw recently. A surfer was being interviewed in Hawaii. When asked if he worked he replied, "Naw dude – I surf."

Heeding my own advice, I hope next months newsletter will come to you from Hawaii where yours truly will be "hanging ten" and working on my tan – Dude!

**Children**

Being a parent and a grand parent gives me the experience to make certain observations.

- There are three ways to get something done – do it yourself, hire someone to do it or forbid your children to do it.
- Life's golden age is when the children are too old to need a baby sitter and too young to borrow the family car.
- An alarm clock is a device for waking up people who don't have small children.
- The easiest way to get a child's attention is to stand in front of the TV.
- Today's kids call it "finding themselves." In my day, we called it "loafing."
- One thing children always save for a rainy day is lots of energy.
- Few children are guilty of thoughtless mischief. They plan it.
- Nothing seems to make children more affectionate than sticky hands.