

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

### 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

**NEG** = Negotiation Program - CommScope

**PSP** = Professional Sales Program

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**SABADOS**, Andy – (EMP-07) – is now President of Sales West – Contech Engineered Solutions, LLC, 2201 W. Royal Lane, Suite 170, Irving, TX 75063 – Bus – 972-590-2000 – Cell – 513-320-5332 –

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### Serving the Community

**GOEHLER**, Bob – (IMP) – (Retired) – has been elected to the Board of Trustees of the Hillside School, Macungie, PA. Hillside is a K → 12 elementary school for children with learning differences. Bob is also a Visiting Professor of Business Ethics and Corporate Social Responsibility in the MBA Program at DeSales University, Center Valley, PA 18034.

## 2013 – 2014 - Seminars

### Executive Management Program

#### 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

#### Class 45

► **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 – Oct. 06 – 10, 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 – 2013 - 2014

PSP 12/4 & EMP 40/5 • MAR 18 – 22

PSP 13/2 – APR 29 – MAY 03

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

EMP 45/1 – AUG 26 – 30

EMP 44/2 – 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

PSP 13/4 & EMP 42/5 – DEC 09 – 13

EMP 44/3 – DEC 16 – 20

## 2014

EMP 46/1 – JAN 10 – 14

EMP 43/5 – JAN 17 – 21

EMP 45/3 – MAR 10 – 14

## INGENUITY

Did you know that Las Vegas Churches accept gambling chips? This may come as a surprise to those of you not living in Las Vegas, but there are more Churches than casinos. Not surprisingly, some worshipers at the Sunday services will give casino chips rather than cash when the collection basket is passed. Since they get chips from many different casinos, the Churches have devised a unique method to collect the offerings from the casinos.

The Churches send all their collected chips to a nearby Franciscan Monastery for sorting and then the chips are taken to the casinos of origin and cashed in. This is done by the Chip Monks. (*You didn't even see it coming did you?*)

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## WORDS OF WISDOM?

Although the Holidays have passed, I believe it is prudent to share a story that I received from one of our IMP graduates.

(Tom, I would like to share a personal experience with you about drinking and driving. As you may know, some of us have been known to have brushes with the authorities from time to time on the way home after a "social evening" with friends. Two days ago, I was out for an evening with friends and had several cocktails followed by some nice red wine. Feeling jolly, I still had the sense to know that I may be slightly over the alcohol limit. That's when I did something that I've never done before - I took a cab home.

Sure enough, on the way home there was a police roadblock but since I was in a cab, they waved it past. I arrived home safely without incident. This was a real surprise, as I had never driven a cab before. I don't know where I got it and now that it's in my garage, I don't know what to do with it. – any suggestions?)

Because of the delicate nature of this incident, I promised Dave HUNTER – (IMP) - Regional Manager, Southeast, Sany America, 318 Cooper Circle, Peachtree City, GA 30269 – Bus – 678-251-2810 – Cell – 404-955-5720 – [dhunter@sanyamerica.com](mailto:dhunter@sanyamerica.com) that he would remain anonymous.

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## Broken Collar Bone

This story appeared in the Brush, Colorado News Tribune in a column by Rebecca 'Dudley, Editor. It described how a man broke his collarbone.

A gentleman pushed his motorcycle from his patio into his living room where he began to clean the engine with some rags and a bowl of gasoline. When he finished he sat on the motorcycle and decided to start it

to make sure everything was OK. Unfortunately, the bike slipped into gear and crashed through the patio door with him clinging to the handlebars. His wife had been working in the kitchen. She came running at the noise and found him crumpled on the patio badly cut from the shards of broken glass. She called 911 and the paramedics transported the guy to the emergency room.

Later that afternoon, after many stitches had pulled her husband back together the wife brought him home and put him to bed. She cleaned up the mess in the living room and dumped the bowl of gasoline into the toilet.

Shortly thereafter, her husband woke up, lit a cigarette, and went into the bathroom. And as he sat down, he tossed the cigarette into the toilet, which promptly exploded because the wife had forgotten to flush the gasoline away. The explosion blew the man through the bathroom door.

The wife heard the explosion and her husband's screams. She ran into the hall and found him lying on the floor with his trousers blown away and burns on his buttocks. The wife again ran to the phone and called for an ambulance.

The same two paramedics were dispatched to the scene. They loaded the husband on the stretcher and began carrying him to the street. One of them asked the wife how the injury had occurred. When she told them, they began laughing so hard that they dropped the stretcher and broke the guy's collarbone.

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## Holy Wisdom

In an Irish convent, the 98-year-old Mother Superior lay dying. The nuns gathered around her bed trying to make her last hours comfortable. They tried giving her warm milk to drink but she refused it. One of the nuns took the glass back to the kitchen. Then, remembering a bottle of Irish whiskey that had been received as a gift the previous Christmas, she opened it and poured a generous amount into the warm milk.

Back at Mother Superior's bed, she held the glass to her lips. The frail nun drank a little, then a little more and before they knew it, she had finished the whole glass down to the last drop. As her eyes brightened, the nuns thought it would be a good opportunity to have one last talk with their spiritual leader. "Mother," the nuns asked earnestly, "Please give us some of your wisdom before you leave us." She raised herself up in bed on one elbow, looked at them, and said - "DON'T SELL THAT COW!"

## Steven's Statement

### Managing Change

Before even considering any kind of a change, you must always remember the words of that famous philosopher Yogi Berra. "Before we build a better mouse-trap, we need to find out if there are any mice out there." Never change just for the sake of changing.

Isaac Asimov, Science writer and biochemist observed – "Why this reluctance of so many people to make changes? Adults have invested endless hours of learning and growing accustomed to inches, feet, and miles – to February's 28 days – to night and debt with their silent letters – to qwertyuiop – and to all the rest. To introduce something altogether new would mean to begin all over, to become ignorant again, and to run the old, old risk of failing to learn."

Will Rogers once commented – "People's minds are changed through observation and communication and not through argumentation."

Most of us are creatures of habit. Think about yourself. Do you enjoy change? Are you constantly looking for new things to do and new ways to do things? Look at what you did this past weekend. Was it filled with new and exciting adventures or more of those things that make you comfortable? How did you react when one of your kids, spouse, or close friend suggested something to do that you had never done?

Mac Anderson and Tom Feltenstein hit it on the head with the title of their book – "Change is good - YOU GO FIRST!"

#### ACTION PLAN –

- Prepare a list of things YOU have always wanted to do but have never done. Then – start doing them! You only live once.
- Gather your FAMILY around and prepare a list of things they have always wanted to do. Then make plans to do them
- What things did you do differently in your job last year? Be honest – list things that you actually did - not those things you wanted to do.
- Prepare a list of things you should do differently in your job this year. Do them.

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"The absurd person is one who never changes."

Auuste Barthélémy

"Nothing is permanent but change." Heraclitus

"The pace of events is moving so fast that unless we can find some way to keep our sights on tomorrow, we cannot expect to be in touch with today." Dean Rusk

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## John's Jottings

Is there someone out there with whom you just don't seem to be able to get along? Someone who always seems to be able to "get under your skin?" Perhaps you've given up trying to work with them. But before you entirely abandon your efforts to have an effective relationship, consider the following.

There are five conflict behavior patterns according to the Thomas-Kilman study. Perhaps you are just trying to deal with conflict, and have forgotten that styles make a difference. Too often, we overlook the importance of stylistic differences and start taking personally behaviors, which are essentially the result of a particular style. Let's briefly review these five.

A style that maximizes an individual's interest in achieving his/her own goals is called "Competitive." You probably have images of specific individuals come to mind that are competitive, especially those that are so competitive they are unaware or insensitive to others. A highly desirable trait in some circumstances, a lethal trait at other times.

A second style is Collaborative - a style that seeks to find solutions that are satisfying to both parties. This style is sometimes referred to as "win-win." While it sounds good and many appreciate it, the collaborative approach requires much time and effort; perhaps even more time and effort than are available.

A third style is Compromise. I'll give a little - you give a little. These individuals sometimes seem to be in a big hurry and just want to get things resolved and go on to the next issue. Time is important and the idea they have is to get as much accomplished as they can. Sometimes this is a highly commendable trait. These individuals frequently contribute to braking impasses and resolving complex issues. They may, however, yield on matters about which their leaders and co-workers have deep convictions.

The two styles that round out the five are Accommodating and Avoiding. The Accommodating style puts the other person's interests and needs above his/her own. This is exactly the type of person you want to meet at the hotel desk at the end of your long, late trip filled with delays and frustrations. Someone who is interested in you, what you want, and helping you get what you want. But that may not be what's best for you, or for your business – and that may concern you.

The Avoiding style is just as the name implies. A person displaying this style simply does not face the issue - they ignore it - they have no convictions, concerns, or interest about the matter. It is as if the issue does not exist as far as he/she is concerned. This is exactly how many matters should be handled. But there are those issues that must be addressed - to avoid is to invite trouble ahead.

Perhaps you could define the style that seems to characterize the behaviors of your colleague that gets in the way. Try adapting your style.