

BCS/INM NEWSLETTER

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November 1, 2010

BCS - John Barnes

INM - Tom Stevens

No-

Happy November 1st

For the citizens of the United States it is voting time. Tomorrow, Tuesday - November 2nd is the day. Don't forget to **VOTE**. "Ballots are the rightful and peaceful successors to bullets." Abraham Lincoln

Congratulations

"If it is to be - it has to be me!"

ALP = Advanced Leadership Program

CLD = CommScope Leadership Development

ELD = Enterprise Leadership Development - CommScope

EMP = Executive Management Program

IMP = In-house Management Programs

PSP = Professional Sales Program

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"For success - try aspiration, inspiration and perspiration."

"Many people avoid discovering the secret of success because deep down they suspect the secret may be hard work."

Seminars in 2011

CommScope Leadership Development - Class 4 - Closed

- ▶ Week 1 - Jan. 10 - 14, 2011 - Knoxville, TN ◀
- Week 2 - Apr. 18 - 22, 2011 - Dallas, TX
- Week 3 - Jul. 25 - 29, 2011 - Chicago, IL
- Week 4 - Sep. 26 - 30, 2011 - Knoxville, TN
- Week 5 - Dec. 05 - 09, 2011 - Hickory, NC

Executive Management Programs

Class 35

- ▶ Week 1 - Jan. 17 - 21, 2011 ◀
- Week 2 - Apr. 04 - 08, 2011
- Week 3 - Jul. 18 - 22, 2011
- Week 4 - Oct. 17 - 21, 2011
- Week 5 - Jan. 16 - 20, 2012

Class 36

- ▶ Week 1 - May 09 - 13, 2011 ◀
- Week 2 - Aug. 22 - 26, 2011
- Week 3 - Nov. 14 - 18, 2011
- Week 4 - Feb. 13 - 17, 2012
- Week 5 - May 21 - 25, 2012

Class 37

- ▶ Week 1 - Jul. 11 - 15, 2011 ◀
- Week 2 - Oct. 24 - 28, 2011
- Week 3 - Feb. 20 - 24, 2012
- Week 4 - May 07 - 11, 2012
- Week 5 - Aug. 06 - 10, 2012

Class 38

- ▶ Week 1 - Sep. 19 - 23, 2011 ◀
- Week 2 - Dec. 12 - 16, 2011
- Week 3 - Mar. 12 - 16, 2012
- Week 4 - Jun. 25 - 29, 2012
- Week 5 - Sep. 10 - 14, 2012

To enroll participants in any EMP class or to obtain detailed information please contact Tom Stevens at 865-458-3429 or email him at - inmco@mindspring.com.

Professional Sales Program

Class 11

- ▶ Week 1 - Mar. 21 - 25, 2011 ◀
- Week 2 - Aug. 29 - Sep. 2, 2011
- Week 3 - Oct. 31 - Nov. 4, 2011
- Week 4 - Mar. 5 - 9, 2012

(Because this program draws on survey feedback from customers and/or distributors, participants must have established customer/distributor relationships.) To enroll participants please call John Barnes at 423-504-5641 or email him at john@jbarnesconsulting.com.

"To crush, to annihilate a person utterly, to inflict on one the most terrible of punishments so that the most ferocious murderer would shudder at it and dread it beforehand, one

need only give a person work of an absolutely, completely useless and irrational character.” Dostoevsky

Managerial Initiative

“It is best to do things systematically since we are only human, and disorder is our worst enemy.” Hesiod

There are **five levels of initiative** as far as work is concerned.

1. Wait until you are told what to do. (Lowest level of initiative.) A person who uses this initiative has no control over the timing nor the content of what they will be told and thereby they forfeit any right to complain about what they are told to do or when.
2. Ask what to do. A person who uses this initiative has some control over the timing but not over the content.
3. Recommend, and then take the resulting action. For example – “here is the problem and here are the causes. I recommend the following action and will implement it in 24 hours unless told otherwise.”
4. Act and take action, but advise at once. For example – “here was the problem and the causes. I took the following action.”
5. Act on your own, and then routinely report. (Highest level of initiative.)

Clearly you and your direct reports should be professional enough not to indulge in initiatives 1 and 2. In fact, these two initiatives should be outlawed. Initiatives 3, 4, and 5 leave the manager and his/her direct reports in control of both content and timing. The greatest level of control and initiative being at level 5.

By developing your direct reports you can move them to initiative 5 where you are confident of their ability to take action. In fact, you can indicate what type of initiative they are to use on various problems. As you become confident of their judgment you can increase the level of initiative for various problems.

What levels of initiative are you using with your supervisor? Do you need to change?

“According to our success do we gain a reputation for judgment.” Euripides

The Philosophy of Ambiguity

- Don't sweat the petty things and don't pet the sweaty things.
- Atheism is a non-prophet organization.
- If man evolved from monkeys and apes, why do we still have monkeys and apes?
- The main reason Santa is so jolly is because he knows where all the bad girls live.
- In a bookstore I asked the sales woman, “where's the self-help section?” She said, “if she told me it would defeat the purpose.”
- If a deaf child signs swear words, does his mother wash his hands with soap?

- If someone with multiple personalities threatens to kill himself, is it considered a hostage situation?

John's Jottings

According to Noell Wolfgram Evans, the first Thanksgiving celebration held in America occurred in 1619. On December fourth of that year, thirty-eight English settlers arrived at the Berkeley Plantation in Virginia. Part of their original charter stated that they would set aside that day every year as a day of Thanksgiving. Due to the hardships of those early times, the celebration turned out to be short lived.

The next recorded celebration in Plymouth, Massachusetts in 1621 is also the most famous. The first winter for the Pilgrims in the New World was a brutal one - nearly half of those who came over on the Mayflower died. Times eventually grew easier. The following Harvest season was so bountiful that the Pilgrims decided to hold a feast to celebrate. This three-day festival included the participation of nearly one hundred Native Americans. Governor William Bradford had invited them to show his appreciation for helping the colony survive the harsh weather conditions.

The next Thanksgiving celebration did not occur until 1623. This year the Pilgrims were again hit with a great hardship - a draught. In the hope of bringing much needed rain, they gathered in a prayer service. The next morning it started to rain, long and hard for several days. When it became apparent that the crops and the colonists would survive, Governor Bradford declared that they would hold another day of Thanksgiving - the Indians were again invited.

The first national celebration of Thanksgiving occurred in 1777. This one-time only event also served as a way to celebrate the American defeat of the British at Saratoga. In 1789, George Washington made the first Presidential proclamation declaring Thanksgiving a national event. The first Thanksgiving held under this proclamation occurred on November 26 of that year. The pattern was set.

Thomas Jefferson decided against the idea of Thanksgiving and it was not celebrated for nearly sixty years, until Sarah Josepha Hale became involved. A magazine editor, Hale wrote strong editorials in many of the popular magazines of the time. She also wrote letters to anyone who might help her cause. She was concerned with her belief that the country needed to set aside a day to give thanks "unto Him from who all blessings flow."

Finally, she struck the right chord with Abraham Lincoln and in 1863, Hale saw her dream realized as Lincoln declared the last Thursday of November as a national day of Thanksgiving.

For the most part, it is a day that has stayed. In the 1930's President Roosevelt tried to move the date to extend the Christmas shopping season. Facing immense outrage, he moved the day back with little fanfare. Later in his administration, - 1941 - Congress declared the fourth Thursday in November to be the legal Holiday known as Thanksgiving.

Tom and I take this time to say, "Thank you!" Thank you for the opportunity to share in your lives and your experiences. We often say we have the best jobs in the world. We work in nice places and with the nicest of people. You greatly enrich our lives. Thank you. Thank you. Thank you.

Cell Phone Reminder

Cell phones go public this month! All cell phone numbers are being released to telemarketing companies and you will start to receive sales calls on your cell phone. You will be charged for these calls.

To prevent this from happening call the following number from your cell phone - 888-382-1222. This is the number for the National DO NOT CALL list. It will take only a minute of your time and it blocks your cell phone number for five years. Remember - you must call from every cell phone you want blocked. You cannot call from a different phone number.

Take Your Car Keys To Bed

This unusual security idea was called to my attention by a neighbor. Take your car keys to bed and put them on a stand where you can easily reach them. If you hear someone breaking into your home simply press the alarm button on your key ring. This causes your horn to honk loudly and your headlights to flash. This will scare off the intruder. It will also probably waken your neighbors and they will turn on their lights and possibly try to contact you. Your automobile alarm system will work from any place in your home - try it out from a location furthest from your garage or driveway. Clever - isn't it?

Derivative Markets Explained

Heidi is the proprietor of a bar in Detroit. She realizes that virtually all of her customers are unemployed alcoholics and, as such, can no longer afford to patronize her bar. To solve this problem, she comes up with a new marketing plan that allows her customers to drink now, but pay later.

Heidi keeps track of the drinks consumed by her customers in a ledger - (thereby granting the customers' loans.) Word gets around about Heidi's "drink now, pay later" marketing strategy and, as a result, increasing numbers of customers flood into Heidi's bar. Soon she has the largest sales volume for any bar in Detroit.

By providing her customers freedom from immediate payment Heidi gets no resistance when, at regular intervals, she substantially increases her prices for wine and beer, the most consumed beverages. Consequently, Heidi's gross sales volume increases tremendously.

A young and dynamic vice-president at the local bank recognizes that these customer debts constitute valuable future assets and increases Heidi's borrowing limit. He sees no reason for any undue concern, since he has the debts of the unemployed alcoholics as collateral.

At the bank's corporate headquarters, expert traders figure a way to make huge commissions, and transform these customer loans into DRINKBONDS and ALKIBONDS. These securities are then bundled and traded on international security markets.

Naive investors don't really understand that the securities being sold to them as AAA secured bonds are really the

debts of unemployed alcoholics. The bond prices continuously climb, and the securities soon become the hottest-selling items for some of the nation's leading brokerage houses.

One day, even though the bond prices are still climbing, a risk manager at the original local bank decides that the time has come to demand payment on the debts incurred by the drinkers at Heidi's bar. He so informs Heidi.

Heidi then demands payment from her alcoholic patrons, but being unemployed alcoholics they cannot pay back their drinking debts. Since Heidi cannot fulfill her loan obligations, she is forced into bankruptcy. The bar closes and Heidi's eleven employees lose their jobs.

Overnight, DRINKBONDS and ALKIBONDS drop in price by 90%. The collapsed bond asset value destroys the local bank's liquidity and prevents it from issuing new loans, thus freezing credit and economic activity in the community.

The suppliers of Heidi's bar had granted her generous payment extensions and had even invested their firms' pension funds in the various BOND securities. They find they are now faced with having to write off her bad debts and they lose over 90% of the presumed value of these bonds. Heidi's wine supplier also claims bankruptcy, closing the doors on a family business that had endured for three generations. Her beer supplier is taken over by a competitor, who immediately closes the local plant and lays off 150 workers.

Fortunately though, the bank, the brokerage houses and their respective executives are saved and bailed out by a multi-billion dollar, no-strings attached, cash infusion from their cronies in the Government. The funds required for this bailout are obtained by new taxes levied on employed, middle-class, non-drinkers who have never been in Heidi's bar.

Now – how do “Derivative Markets” work?

Up Coming Weeks - 2010

EMP 30/5 • NOV 8 – 12

EMP 33/2 • NOV 15 – 19

PSP 10/3 • NOV 29 – DEC 3

EMP 31/4 • DEC 6 – 10

EMP 32/3 • DEC 13 – 17

2011

CLD 4/1 • JAN 10 – 14

EMP 35/1 – JAN 17 – 21

EMP 34/2 – JAN 24 – 28

CLD 3/2 – FEB 7 – 11
(Dallas, TX)

EMP 33/3 – FEB 21 – 25

EMP 32/4 – MAR 7 – 11

EMP 31/5 & PSP 10/4 – MAR 14 – 18

PSP 11/1 • MAR 21 – 25

EMP 35/2 – APR 4 – 8