

Happy September 1st

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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A Tribute

As a result of a recent acquisition in North Dakota Ricardo Mieiro, President of the Executive Board of the Ascendum Group led off their corporate magazine with the following headline – **“A tribute to Brad Stimmel and everyone who forges new paths.”** He went on to say – **“Brad Stimmel and his team worked diligently for 18 months to discover, develop and carry out a complicated negotiating process to enrich our group of companies, in a skillful, astute and ethically irreproachable manner. For all this, my heartfelt thanks. Brad Stimmel and the team working with him in this new challenge are a clear example that people are the driving force of this Group. His convictions and aspirations, his motivation and ingenuity are what has allowed us to pursue this path for over half a century with a sense of accomplishment and with eyes set on the paths to conquer.”** **STIMMEL**, Brad – (IMP) – is President, ASC Construction Equipment, 9115 Harris Corners Place, Charlotte, NC 28269 – Bus – 704-494-8114 – Cell – 919-606-3843 – brad.stimmel@ascvolvo.com.

Unintended Consequence

As a result of my recent vision problem, I accidentally deleted a file containing the names and information of those people that have recently changed positions and/or companies. I had hoped to catch up in this newsletter. Therefore, I need your help. If you have changed positions and/or companies and it **has not been reported** in the INM Newsletter please contact me with your new information. Again, I apologize.

Vision – Final Report

I am pleased to report that my Ophthalmologist gave me a clean bill of health August 26. My vision is now back to where it was before the tear in the Bleb. Again, thank you for your prayers, cards and well wishes – they were truly appreciated.

2013 → 2015 - Seminars

Executive Management Program

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 – 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

Chronological Calendar – 2013 - 2014

2013

- EMP 42/4 – SEP 16 – 20
- PSP 13/3 – SEP 23 – 27
- EMP 43/4 – NOV 11 – 15
- EMP 45/2 – NOV 18 – 22
- EMP 42/5 & PSP 13/4 – DEC 09 – 13

2014

- ▶ **PSP 14/1 – JAN 13 – 17** ◀
- ▶ **EMP 46/1 – FEB 10 – 14** ◀
- EMP 43/5 – FEB 17 – 21
- EMP 45/3 – MAR 10 – 14
- PSP 14/2 – MAY 05 - 09
- EMP 46/2 – MAY 19 – 23

Steven's Statement

Practice of Abandonment

"If you were not doing it already, would you go into it now?"

Effective executives know that they have to get many things done efficiently and effectively. Therefore, they concentrate – focus their efforts. The first rule for the concentration of executive effort is to get rid of the past that has ceased to be productive. Those first-class resources, especially the scarce resources of human strength, are immediately pulled out and put to work on the opportunities of tomorrow. If leaders are unable to get rid of yesterday, to abandon yesterday, they simply will not be able to create tomorrow.

Without systematic and purposeful abandonment, an organization will be overtaken by events. It will squander its best resources on things it should never have been doing or should no longer do. As a result, it will lack the resources, especially the capable people, needed to exploit the opportunities that arise. Far too few businesses are willing to abandon yesterday, and as a result, far too few have resources available for tomorrow.

The question has to be asked – and asked seriously and often – "if we were not doing this already, would we, knowing what we know now, go into it now?" If the answer is no, the reaction must be – "What do we do now?"

In three cases, the answer must be outright abandonment. These three situations are -

1. Abandonment is the right action if a product, service, market or process – "still has only a few years of life." It is these dying products, services, markets and processes that always demand the greatest care and the greatest efforts. They tie down your most productive and ablest people.
2. A product service, market or process should be abandoned if the only argument for keeping it is – "it is fully written off." For management purposes there are no "cost-less assets." There are only "sunk costs."
3. The third case where abandonment is the right policy – and the most important one – is the one where, for the sake of maintaining the old or declining product, markets, service or process the new and growing products, markets, services or processes are being stunted or neglected.

ACTION PLAN – Call a staff meeting and ask everyone to prepare ahead of time to answer the three situations above regarding your markets, products, services and processes. What are you doing that needs to be abandoned? One rule to observe in this process – nothing is sacred - everything must be examined and its continuation justified.

"Take time to deliberate but when the time comes for action Stop thinking go do it. Napoleon Bonaparte

John's Jottings

How do you feel about conflict? Do you see it as something to fear - as something destructive - as something to be avoided?

Or, do you see conflict as something that may be normal, natural, and perhaps, even healthy and helpful?

Let's be sure we are talking about the same thing. The first definition of "conflict" in the dictionary is "a state of open, often prolonged fighting; a battle or a war." We're not talking about that type of conflict.

The second definition in the American Heritage Dictionary of the English Language is "a state of disharmony between incompatible or antithetical persons, ideas or interests; a clash." This is the sense in which we are using "conflict."

When someone disagrees with you, do you allow yourself to get frustrated and to withdraw from the discussion? Do you see it as a "clash" and therefore something to be avoided as much as possible? Or, do you see it as an opportunity to learn something - an opportunity to see things from a different perspective?

Conflict can be healthy. It is certainly an inevitable part of life! In addition, well managed, it can lead to superior results in our businesses. A truly professional manager knows this and deals with it in a productive way. Effective managers do not ignore it or allow it to fester – they have learned to manage it...

The effective manager knows there are five general behavioral styles of responding to conflict, and the same people can display any of the styles, although they tend to have a "default" way of responding. These five behavioral styles are - Compromising, Competing, Accommodating, Avoiding and Collaborating. Avoiding. (EMP and PSP participants can refer to your manual - week 1 for a refresher on what these terms mean.)

So how should you deal with a conflict situation? First, remember, it's normal, so don't get "locked up." Secondly, don't forget your practice of asking open-ended questions, e.g. "Please share with me where you are coming from," or, "Tell me more about your position" or, "That's interesting, what causes you to think that way?"

Finally, listen! Listen carefully. Don't hesitate to ask clarifying questions. Occasionally summarize what you have heard and ask for confirmation that you have heard correctly. You may learn something new, and you and your people may discover an even better way than what you initially thought.

Yes, it takes time, valuable time, but the results of good conflict management are well worth your efforts. Make this effort a "good habit!"

"We owe almost all our knowledge not to those who have agreed, but to those who have differed."

Charles Colton

Sounds Like a Great Idea

Proposed 28th Amendment to the United States Constitution - "Congress shall make no law that applies to the citizens of the United States that does not apply equally to the Senators and Representatives; and, Congress shall make no law that applies to the Senators and Representatives that does not apply equally to the citizens of the United States."

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Tennessee Logic

A northern gentleman wrote the following letter to a motel in a small Tennessee town where he wanted to stay on his vacation. He wrote - "Dear Manager, I would like to bring my dog with me on my trip. Would it be possible for him to stay in my room? He is well groomed and very well behaved."

The owner of the motel replied as follows - "Sir, I've been operating this motel for a long time. I've never had a dog steal towels or the pictures off the wall. I've never had to evict a dog in the middle of the night for being drunk and disorderly. I have never had dog leave without paying the bill. Your dog is welcome in my motel at any time. And, if your dog will vouch for you, you are welcome to stay here, too."

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Will Rogers

Will Rogers, who died in a 1935 plane crash, was one of the greatest humorists of his era. Some of his sayings are worth revisiting -

- Never slap a man who's chewing tobacco.
- Never kick a cow chip on a hot day.
- There are two theories concerning arguing with a woman. Neither work.
- Never miss a good chance to shut up.
- Always drink upstream from the herd.
- If you find yourself in a hole, stop digging.
- The quickest way to double your money is to fold it and put it back in your pocket.
- Good judgment comes from experience, and a lot of experience comes from bad judgment.
- If you're riding' ahead of the herd, take a look back every now and then to make sure it's still there.
- Lettin' the cat outta the bag is a whole lot easier'n puttin'it back.

His thoughts about growing older.

- Eventually you will reach a point when you stop lying about your age and start bragging about it.
- The older we get, the fewer things seem worth waiting in line for.

- You know you are getting old when everything either dries up or leaks
 - Some people try to turn back their odometers. Not me - I want people to know 'why' I look this way. I've traveled a long way, and some of the roads were not paved.
 - I don't know how I got over the hill without getting to the top.
 - One of the many things no one tells you about aging is that it's such a nice change from being young.
 - One must wait until evening to see how splendid the day has been.
 - Being young is beautiful, but being old is comfortable.
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A Senior Moment

A self-important college freshman walking along the beach took it upon himself to explain to a senior citizen resting on the steps why it was impossible for the older generation to understand his generation.

"You grew up in a different world, actually an almost primitive one," the student said. "The young people of today grew up with television, jet planes, space travel, man walking on the moon, computers with light speed, cell phones and so much more." After a brief silence, the senior citizen responded, "You're right son. We didn't have those things when we were young, so we invented them. Now, you arrogant SOB what are you doing for the next generation?"

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Do You Know?

Where did the saying "Piss Poor" originate? Many years ago, they used urine to tan animal hides. Poor families used to all pee in a pot. Once the pot was full, it was sold to the tannery. If you had to do this to survive, you were referred to as "Piss Poor." Worse than that were the really poor families who couldn't even afford to buy a pot. They "didn't have a pot to piss in" and were the poorest of the poor.

The next time you are washing your hands and complain because the water temperature isn't just right, think about how things used to be. Here are some facts about the 1500's. Most people got married in June because they took their yearly bath in May, and they still smelled pretty good by June. However, since they were starting to smell, Brides carried a bouquet of flowers to hide the body odor. Hence the custom today of carrying a bridal bouquet when getting married. Baths consisted of a big tub filled with hot water. The man of the house had the privilege of the nice clean water, Then all the other sons and men, then the women and finally the children. Last of all the babies. By then the water was so dirty you could actually lose someone in it. Hence the saying, "Don't throw the baby out with the Bath water!"