

AWARENESS IS POWER®

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SUCCESS THROUGH INSIGHT!

Talent Management – Is The Investment Worth It?

What exactly is "Talent Management" anyway? That is a good question. Millions are spent every year finding good people, yet, sometimes when we find it, we do not always keep it. Talent Management is a process designed to improve the performance of talent and keep it, once you have it.

That all seem simple enough, right? Wrong, it is much more complex than you might suspect. **First**, everyone knows how expensive it is, just to find the talent, much less grow it and keep it. According to a recent study by Deloitte, every percentage point increase in the turnover rate within the Big Four Accounting Firms costs from \$400 - \$500 million dollars annually.

Second, talent management is complicated today by the retiring of the Baby Boomers and the emergence of the "Gen Ys." It seems that the Gen Ys are competent enough but they are not as willing to "pay their dues" as the Boomers were.

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Are You A Productive Leader?

Great Leaders Are Personally Productive

The best leaders are always seeking ways to be personally productive. They constantly reach toward higher goals and take on meaningful challenges. Great leaders become an example to their staff by always moving forward.

Exceptional leaders are constantly reassessing their own performance. They analyze their productivity and find ways to boost it. Leaders also look to outside resources to gain knowledge and skills. They take classes, attend seminars, engage in online workshops and read about their field.

To be an effective leader, you must be efficient in your own work. If you are disorganized, late, and harried, your team members notice. They feel it is acceptable to be behind in their own responsibilities. Strive to meet deadlines and always do your best.

Time means money and needs to be used effectively. Once you lose time, you cannot get it back. Prepare an agenda or checklist and stick to it. If something inevitable comes up, rearrange your schedule to accommodate the change. Be proactive about using time wisely and make staff accountable for their time, too.

Establish a system of time management. Some managers use their computer, Smartphone or PDA. Others maintain a book or personal schedule. Set up a system that works for you. It should be accessible, simple to use and easy to understand. Also, establish a time management system for your employees to gauge their productivity.

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As a result, organizations are scrambling to adjust everything from compensation to career development.

Third, the cumulative knowledge is said to be doubling every 2 days. That means that the value of a college education declines rapidly, if measured by what you need to know to be current in your field. A 50 year old, with a degree in electrical engineering, who did not engage in updating their knowledge on a regular basis, might as well have a Psychology degree.

Fourth, the development of new leaders with new and current skills directed toward a new generation and a new agenda. Understanding the behaviors & motivators of your employees & co-workers and adapting to the ever-changing environment.

Fifth, as a result of a world of accelerating change, tremendous skill gaps develop quickly and widen rapidly. The delivery of new tools in a package designed for a new generation with updated instruction manuals will be a challenging task if we are to keep up.

Should your organization invest in Talent Management? Only if you want it to be around 5 years from now! Just a few short years ago the Hackett Group, studied many of the top performing organizations in the world and found that those companies that excelled in talent management posted earnings 15 percent higher than those who managed talent poorly. Today, with the cost of finding talent escalating, it is even more important to have a structured talent management process in place. Organizations are beginning to see the ROI in talent management as a legitimate strategy for more than survival. ♦

By Stephen J. Blakesley, Managing Partner, GMS Talent LP Copyright protected



"How do you become better tomorrow? By improving yourself, the world is made better. Be not afraid of growing too slowly. Be afraid of standing still. Forget your mistakes, but remember what they taught you. So how do you become better tomorrow? By becoming better today." ~Benjamin Franklin

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Because of the dynamic nature of management, sometimes you need to shift priorities. Handle the situation with grace. Avoid stress by reevaluating your time and adjusting your schedule immediately. The sooner you handle an unexpected situation, the more likely you are to get back on track.

One of the major mistakes made by many managers is taking on excessive external demands. Never spread yourself too thin. Enlist assistance when necessary. Know how to prioritize and what you can let go.



Make the most of staff members and administrators. Maximize their capabilities and put them to work. When everyone works together and focuses on the big picture, more is accomplished in less time.

A bonus tip to modern management is to designate a certain time to read and answer work email. If you constantly check your email, it becomes an ongoing distraction during the day. Stay focused on one task at a time and you will get them all done according to schedule. ♦

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Awareness Calendar – *October*

National Breast Cancer Awareness Month

For more than two decades, the **National Breast Cancer Awareness Month** has educated women about breast cancer, especially the importance of detecting the disease in its earliest stages through screening mammography, clinical breast examination, and for women 20 years of age and older, breast self-examination.



According to the **National Cancer Institute**, Breast Cancer is the most common non-skin cancer, and the second leading cause of cancer related death in women. Although the breast cancer diagnosis rate has increased, there has been a steady drop in the overall breast cancer death rates since the early 1990s. Currently, \$570 million dollars a year is spent on breast cancer research.

Small, Local Economic Wins Forecast A Brighter Future

In July 2012, Citi announced that consumer-lending volume jumped 12% in the second quarter. It is a promising sign to see a gain in U.S. bank lending, if only a modest one. The added positive signal is people are still borrowing money even while stringent lending standards (compared to those in 2006, for example) are still in place. Reports from Wells Fargo and Chase also show consumer trust in U.S. banks as deposits have increased.

New Jersey businesses are turning to the Small Business Administration (SBA) for loans. As stated by the SBA, a surge in small business loans shows a 41% increase in approvals from 2011 to 2012 as of the end of May.

These are signs that consumers are placing their trust in the economy and backing up that trust with their willingness to spend and/or invest.

Consumer Demand Rises

Even local economic signals such as back-to-school spending affect the big picture. The National Retail Federation currently reports that the U.S. back-to-school spending will leap 14% (\$688 spent by the average parent) from the prior year. Pent-up demand is starting to flow as supplies that families and children have kept to "make do" are now being replaced.

According to Equifax, new automobile bank loans are up 25% in March 2012 over March 2010 figures. In fact, the number of consumers borrowing for vehicles sits at a five-year record high. Car loans continue to be least delinquent of all major loans, despite slightly loosened credit criteria. Car shoppers are signaling a heightened sense of trust as the Great Recession begins to fade.

Lower Commodity Pricing

Lastly, consumers are spending more in and about their hometown areas. Gas prices have dropped slightly, resulting in an uptick in disposable income. Commodities such as milk and potatoes (both food staples) have hovered at relatively low prices. This decrease in pricing alleviates the pressure on household budgets, which results in consumers feeling an increased confidence to borrow, as mentioned earlier with new auto loans.

These financial indicators show consumer trust building up in a recovering U.S. economy. Local and, in general, middle class spending shows signs that a brighter future may be in store after all. ♦

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One Minute Ideas

Tips For Conducting Better Training Meetings

As a team leader conducting a productive training is challenging.

Your training meeting must be informative, relevant, open for participation, fun, and motivating.

Here are some suggestions for making your meetings more effective:

Treat all of your team members as knowledgeable. Appreciate their experiences and their opinions.

Do not lecture. How boring! Make the meeting a participatory experience for everyone. Ask questions and allow them to participate in the discussion.

Don't just read what's in the training manual. Team members can read it themselves. Your job is to expand on the subject and provide clarity of the information as well as to explain how it applies in your company.

Be prepared for the training meeting. You should know ten times more about the subject than your participants. Give yourself plenty of time to research and validate the information. ♦

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Alternative Possibilities

Since positive thinking makes the ability to believe in alternative possibilities a reality, it also leads to more creative thinking when faced with everyday setbacks. By believing that the solution may not be obvious, positive thinkers are more prone to draw their ideas from unusual sources.

Positive thinkers also express more creative thinking throughout everyday life. Self-proclaimed positive thinkers are responsible for a large amount of the inventions, discoveries and innovations that we enjoy today.

Since positive thinking promotes more creative thinking, it also promotes better problem solving skills. When positive thinkers are faced with a particularly stubborn situation, they not only use their skills to envision an increased number of solutions, but they also use their belief in the affirmative to continue until they have found a resolution.

People who are faced with problems or failure are usually too quick to give up. However, by using positive thinking problem solving skills, you can tackle problems head-on and seek out desirable outcomes.

Through the previous benefits, positive thinkers are awarded a boost of confidence. By utilizing the skills of positive thinking, you will begin to experience an increased belief in yourself and your abilities. After experiencing success with positive thinking, your brain will become trained to see each situation as a simple challenge instead of a barrier that blocks your success.

As you develop your positive thinking skills, this new belief in yourself will lead to greater focus and determination. By simply believing that you will find a suitable solution, you will gain the motivation necessary to stay on task until that desirable outcome is achieved. Plus, a can-do attitude will help center your concentration enabling you to stay focused on the positive aspects of the situation until the problem is resolved. ♦

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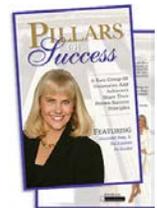


Pillars of Success. Don't miss this book! It's a Great Gift for your team, family, friends, or co-workers. Call Janine to order 301-439-8317 or click on the image for more information!

PILLARS OF SUCCESS

It's no secret that success is something everyone wants. The process can be a mystery and *Pillars Of Success* is a book all about revealing success secrets of several of the most prosperous people in business today.

Contributing author Pat Bender has an **Awareness Is Power®** process. "The more aware you are," she says, "the more aware you'll become." You will learn the three important things leaders and successful people have in common.



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