

AWARENESS IS POWER®

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BAYLEY & BENDER, INC
SUCCESS THROUGH INSIGHT!

How To Go From Good To Great...High Potential Leadership

There are good leaders today in many companies, but seemingly, there are very few great leaders. Great leaders attach themselves to a purpose and take others on the voyage with them. They don't hide or "throw" people under the bus. They inspire others to great heights, are proactive, persistent, have empathy, good judgment, initiative, and drive. They are able to respond effectively to the circumstances presented to them.

When you think about great leaders some people quickly come to mind; Steve Jobs, Ronald Reagan, Pope John Paul, Mahatma Gandhi, George Washington, Abraham Lincoln, Ray Kroc, Winston Churchill, Sam Walton, Nelson Mandela, Jack Welch, Franklin Delano Roosevelt, Henry Ford, Albert Einstein, Bill Gates, Thomas Edison, Margaret Thatcher, Walt Disney, & Richard Branson. (In no particular order)

Continued on page two – Leadership



Do You Possess Leadership Attributes?

Executive Team Building: A Recipe For Success

We have all heard about the benefits of team building. We have also heard executives talk about their successful team building results:

- ✓ Improved morale
- ✓ Improved efficiencies
- ✓ Improved commitment
- ✓ Improved communication
- ✓ Improved collaboration
- ✓ Improved leadership skills

- ✓ Improved motivation
- ✓ Improved bottom line

If team building is so successful to the overall growth of a company and its employees, why are not all companies engaged in team building?

Some reasons companies do not invest in team building are:

- They tried it before and it did not work
- Did not have buy in from the team
- No clear goals or objectives
- Lack of commitment from the top
- Too many games and not enough focus
- Failure to communicate
- Used only as an entertainment activity and not a sensible purpose

In order for team building to be successful, companies must have clear objectives. If your objective is to have fun playing together, than let everyone know that is the goal. If your objective is to decrease turnover, than communicate that to the team.

Continued on page two – Team Building

Inside This Issue

1. *How to go from Good to Great... High Potential Leadership*
2. *Executive Team Building: A Recipe for Success*
3. *Which is the Bigger Asset: People or Teams?*
4. *Manufacturing & Services Hiring Rate*

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Continued from page one – **Leadership**

Great leaders are the ones that change, an industry, the community, the company, the world. They have some common attributes that help take them to the next level.

Here are some key attributes that great leaders possess:

- Clear vision, purpose and values
- Self-awareness of strengths & weaknesses
- High Emotional Intelligence, EQ
- Strategy, determination, and execution
- Courage, persistence, resilience, and the ability to drive change
- Inspirational, engaging, responsive, & respectful
- Partnership fostering amongst diverse stakeholders, collaborative management style
- Overcoming seemingly impossible obstacles, adaptable
- Poise under fire

There are other attributes that could be included in this list that great leaders possess. To me, there is no one single approach for a successful leader.

However, you can develop & enhance your leadership skills based on the list above to take you from good to great!

Look at each of the key attributes and rate yourself on a scale of 1 to 10, with 10 being the best. You may quickly see areas for improvement.

- ✓ What attributes do you look for in a high potential leader?

A professional coach can help you focus, identify, and develop yourself into a great leader. ♦

Contact us today!

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"A leader is one who knows the way, goes the way, and shows the way." ~ John C. Maxwell

Continued from page one – **Team Building**

If the objective is to become the employer of choice, than make that the goal of the team building process.

Here are some tips to make your teambuilding program a success.

Clarify your objectives & goals – Identify potential improvement areas for the team to work on together. They must be SMART and tied back to the company goals.

- S – specific
- M – measureable
- A – attainable
- R – realistically high
- T – time bound/trackable



Examples:

- ✓ Decrease turnover by 15%
- ✓ Improve customer satisfaction by 10%
- ✓ Increase sales by 7%
- ✓ Decrease waste by 20%

Planning for team building – Once your objectives and goals are clear, it is important to determine:

- How many participants are needed
- What positions / levels need to be involved
- Where will the team building be held (on-site / off-site / combination)
- What resources are needed (meeting rooms, printers, internet access, profiles, assessments, organization climate survey, etc...)
- When will it begin
- Set a realistic time frame
- Have a team building budget

Understand the individuals involved including their strengths & weaknesses – have a clear understanding of the behaviors & values of each team member. This will help utilize each person's strengths and improve his or her weaknesses.

Have an implementation strategy – create the implementation strategy and be sure your strategy includes regular follow up's and recognition of accomplishment.

Continued on page three – **Team Building**

Continued from page two – **Team Building**

When your team reaches important milestones or achieves the objectives, it is time to celebrate and recognize the success.

Other things to consider but not essential:

Outings, outdoor activities, entertainment, off-site sessions, recreational team challenges, overnight accommodations, free time, etc...



Team building can be a very rewarding experience for everyone involved and can help bring the company closer to achieving their goals. A dedicated team will help a company be more successful and profitable as well as create a positive work environment. Planning is the key to success in order to avoid it as a “waste of time” for those involved.

If you have any questions about how we can help you with your current team building and/or leadership needs, contact us today! ♦

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Which is the Bigger Asset: People or Teams?

Why You Should Re-Consider the Importance of Teams

Many will agree that people are the most important asset of an organization. More importantly, however, is how well those people work together to accomplish the common goal. Whether a company has thousands of people working in various locations worldwide or just a handful working in one small office, teamwork is vital to success. So, how can you ensure that your teams are performing at their fullest potential? How do people contribute to the team differently? Have you built effective teams?

To begin answering these questions, you must learn how to really understand each member of the team to identify their work style and how it compares to others in the group. You also need to look at the inherent strengths that each person brings to the table. Not their expertise or their background, but those things they seem to be good at just because that is who they are.

Once you understand the team members, you can not only build a team with the most effective combination of strengths, but you can also learn how to leverage each individual’s strengths for a dynamic team that works at its highest potential. Only then will teams reach goals that have been unattained by individuals, work at levels of productivity no single person can achieve or impact the bottom line more effectively as a group. In fact, maybe we should revisit the assets of an organization. Perhaps TEAMS are more important than people on their own? ♦

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One Minute Ideas

Did You Know...

Americans buy over 29 million bottles of water every year. Making all those bottles uses 17 million barrels of crude oil annually, which would be enough fuel to keep 1 million cars on the road for one year. Only 13% of those bottles are recycled. Plastic bottles take centuries to decompose—and if they are burned, they release toxic byproducts such as chlorine gas and ash containing heavy metals.



Approximately 130,000 computers are thrown out every day in the U.S. Over 100 million cell phones are thrown out annually.

Between 10-12% of people on earth are “lefties.” Women are more likely to be right-handed than men by about 4 percentage points. ♦

Source: RandomHistory.com

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Manufacturing & Services Hiring Rate Will Hit A Three-Year High

In a recent survey by the Society for Human Resource Management (SHRM), the hiring rate in manufacturing and services will rise compared to a year ago.

The survey examined four key areas: Recruiting high-level talent, New-Hire compensation, Employers expectations, and Job vacancies.

Recruiting challenges: Manufacturing [-1.2%] Services [+10.0%]

New-hire compensation: Manufacturing [-4.0%] Services [-2.6%]

Employment expectations, Manufacturing [+1.7%] Services [+18.4%]

Job vacancies: (Salary & hourly job openings increase in both sectors compared with last year)

Manufacturing [+2.0%] Services [+14.7%]

Research is showing that more work is being created and fewer jobs are being lost. This looks like it will continue through the rest of the year. ♦

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"The quality of a person's life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor." ~Vincent T. Lombardi

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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LEADERSHIP EXCELLENCE SEMINAR



Leadership Excellence Seminar: September 16 - 18th 2013

This three-day course allows you to focus on every aspect of your professional and personal life, to build on your strengths and bring out the best in yourself and those around you. **The seminar provides you with the tools to raise your game and take the rest of the team with you!** The benefits are both personal and professional:

- The SEVEN KEYS to professional and personal success • The daily Mental Laws to help you achieve your goals •
- Setting your professional and personal goals in life • Visualize, implement and achieve your goals • Learn how to reduce stress in all areas of your life • See and develop the strengths in yourself and others •

CONTACT BAYLEY & BENDER FOR MORE INFORMATION TO BRING THIS OR ANY OTHER SEMINAR TO YOUR ORGANIZATION!

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