

AWARENESS IS POWER®

Insights for Business

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SUCCESS THROUGH INSIGHT!

Employment Growth Projection In The United States

The employment growth in the United States commonly stems from the bond among the country's labor force, population, and requirements for supplies and services. In a general notion, the population limits the size of the labor force, which typically contains working individuals and those searching for employment. Consequently, the size and efficiency of the labor force restricts and controls the number of supplies and services the country can produce in a year. Furthermore, the variations in the requirements for goods and services affect the type of industries that will develop or contract in the succeeding years.

Nevertheless, it is worth considering the vast developments in the technology field and the demand for that talent. The research shows this area will have the highest growth rate. Moreover, the changes in the composition and size of the country's population over the next year or two can greatly influence the state of the economy and job growth.

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Steps To Creating A Successful Multi- Generational Workforce

A combination of generations in the workplace can be a successful venture but only if all sides are willing to comply with one another. Older generations have built a career on the knowledge and experiences they have gained. Newer generations, often fresh out of college, think they know everything. They have spent the previous four years studying in a higher learning institution and have earned their place, no matter the starting position, in your company. In order for a multi-generation workforce to garner respect from one another and become assets to the company, they must possess an acceptance and the willingness to learn from one another.

Sizing up Cross-Generation Competition

Do not let age deceive you or become the basis of the opinion you form of an older or younger employee or coworker. As the age of retirement is consistently pushed upwards, more and more "baby boomers" are staying in the workforce and all but demanding a certain level of respect they have worked so hard to establish.

Sizing up a co-worker based on their age is a fruitless venture. Focus on the person's attributes and contributions to the company rather than age.

Focusing on age tells you nothing about your coworker except maybe they are too young to be the next leader of our country or that they may have amassed a clan of grandchildren. More importantly, it won't help you establish a line of communication or show you how to work alongside one another in a productive manner.

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In order to create an industrious working relationship and workforce, you will need to focus on the information that pertains to the contributions you can make to the company together.

The Assessment Report

The assessment report contains vital information necessary in building a strong, multi-generational working relationship. The assessment report will tell you what the other persons values are, what motivates them to take action and the personal skills they bring to the job at hand. Taking the time to read the assessment report will hand you details about your coworker that you never would have taken into account based on their age. Look for these characteristics.

- Hands on
- Personal accountability
- Takes initiative
- Gets the job done
- Able to focus
- Makes steady contributions
- Natural team builder
- Talkative
- Embraces new ideas
- Willingness to learn new skills
- Capable of decision making

Making the Adjustment

With a better understanding of your co-worker, it is time to come together and compromise. All people, no matter their generation have a preferred method of communication. Older generations tend to be more “stuck in their ways” so to speak, so it may be more conducive for the younger generation to make a larger adjustment when it comes to communication. *At least at first.*

You know how you communicate the best. After reading your co-worker’s assessment report, you have a better understanding of which communications methods work best for them and which ones they prefer.



Make establishing an open and constructive line of communication between generations a priority. Find your common ground and work from there.

Once an open line of communication has been established, determining how you can boost and compliment one another’s job performance will appear easy. You may realize that your co-worker from an older generation has a library of experience and has the tools it takes to complete the project at hand. A co-worker from the older generation can learn new techniques and styles from the newer generation. Combining these two aspects as well as others can create an explosive new way to enhance one’s job skills making contributions to the company excel.

Not only will one generation benefit from the next, the company as a whole will benefit profitably and favorably. ♦

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It’s All About Attitude!

The longer I live, the more I realize the impact of ATTITUDE on life.

ATTITUDE, to me, is more important than education, than money, than circumstance, than failures, than success, than what other people think, or say or do. It is more important than appearance, giftedness, or skill. It will make or break a company...a church... a home.

The remarkable thing is we have a choice everyday regarding the ATTITUDE we embrace for that day.

We cannot change our past...we cannot change the fact that people act in a certain way. We cannot change the inevitable.

The only thing we can do is play the one string we have, and that is our ATTITUDE...I am convinced that life is 10% what happens to me, and 90% how I react to it. *And so it is with you...we are in charge of our own ATTITUDE.* ♦

~ Source: Chuck Swindoll, author, Attitude Visit us on the web @ www.ladge.com



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As the population of baby boomers grows, the older population will rise 29.7%, which marks the highest increase among all age groups present in the country. On the other hand, the 45 to 54 age group is likely to drop by 4.4 percent in the next years, and this indicates the slow-rising birth rate the younger generations' experience. It is undeniable population plays the most pivotal role in ascertaining the composition, efficiency, and size of the labor force, and the inclination of employment's growth or decline primarily results from it.

By 2013, the United States' labor force is likely to reach 162.3 million, and it is expected to possess a strong growth and increase by 17.4 million, or roughly 12 percent, from the 2002 figure. In addition, the increase in the labor force during the 2002-2012 period marks an 11.3 percent or 14.4 million growth in comparison to the previous decade.

In the succeeding years, the fastest growing occupations include computer specialist occupational groups and network systems, and data communications analysts, amongst others. The demand for these jobs will rise since more organizations will have a need to improve their information technology capability and utilize the current technologies in the industry. On the other hand, the occupations that will experience the fastest decline include jobs in office and administrative support, as well as sewing machine operations. ♦

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Tips to make you a better listener

You can become a better listener if you want. You can stop some of the main causes that affect listening before they begin. Changing your environment and approach to listening will result in better listening and better communications.

- ✓ **Control Distractions.** One of the biggest distractions is the telephone. You are giving the speaker your full attention and then the phone rings. When you answer the call you are sending the message that you are not listening and it interrupts the discussion and train of thoughts. You can avoid this by directing all calls to voice mail or have an assistant answer the incoming calls.
- ✓ **Be Organized.** If your desk is cluttered with paper, notes, books, etc... than your eyes will probably skim the material and you will find that you end up reading some of those instead of listening. File or put the stuff in a drawer so that you won't be distracted.
- ✓ **Be an Active Listener.** Participate in the discussion by asking questions and clarifying what is being said. This will show the other person that you are understanding and interested in what they are saying. ♦



One Minute Ideas

Making The Most Of Meetings

Meetings can be very effective for maximizing time, or they can be tremendous time wasters! More than 15 million business meetings take place each day in the U.S. and many, as you may know, either go longer than necessary or are not needed at all.

If you are in charge of a meeting, here are some ways to make it more productive for all involved:

- Always have a written agenda with copies for all attendees
- Spend time in preparation to focus the meeting on the agenda
- Clearly identify the meeting's purpose and objectives
- Set a time limit and stick to it. Also, start promptly
- Follow-up – take notes during the meeting including any actions to be taken. A summary of the meeting and action items should be provided to all attendees.

When appropriate, consider meeting alternatives such as memos, written reports, etc.

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AWARENESS IS POWER®
Insights for Business

2024 Powder Mill Rd
Silver Spring, MD 20903

Tel: 301-439-8317

E-mail: aip@awarenessispower.com

Visit Our Web Site at:

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Exceptional Leaders...Understand Cultures

By seeing the big picture, Exceptional Leaders learn to understand the cultures of the groups with whom they are dealing. In our four-quadrant model, the collective interior subjective (*lower left quadrant*) should be taken into consideration in all decisions and evaluations.

Executives who just focus on the transactional commercial aspects of the business (*lower right quadrant*) can be blindsided by the important dynamics of culture. You see many examples of this when large change initiatives are not successful, such as a merger. If one only looks at the commercial aspects and ignores the cultural dynamics such as shared beliefs among employees or customers (*this is what our customers want*) and values (*this is what is really important to us*), significant resistance can emerge, resistance which could prove fatal to a successful outcome.

Thought Provoker

- ✓ What are the core beliefs and values of the organizational culture in which you find yourself?
- ✓ Do you really know how groups will react in given situations, whether employees, customers, or consumers? If not, how do you know that you will make the right decision?
- ✓ Are your core values compatible with the group values you find yourself aligned with? What specific examples make you confident of this?

Exceptional Leaders know that having a firm understanding of the cultural dynamics of the groups they are dealing with is essential in making effective business decisions and evaluations. ♦

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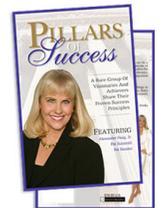


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PILLARS OF SUCCESS

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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Bayley & Bender 301-439-8317 or E-mail: ajp@awarenessispower.com
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