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Aspire Consulting, Ltd.

Aspire... Higher



**ASPIRE**

Discover potential. Get results.

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Aspire: Alphabetically Speaking

(M)

Mastery: according to Dictionary.com; is the possession of consummate skill.

The Aspire Formula for Success is built on the belief that in order to get improved results, we must make positive behavioral changes. Such changes include understanding what we need to think, know, learn and do in order to change? The mastery of skills is an essential part to learning. Aspire Consulting helps organizations acquire and apply the Formula for Success to improve individual and organizational results.

Tip of the Month

Things you might want to consider:

The master craftsman shapes a bowl from clay.

The strength of a wheel comes from spokes placed at appropriate distances from one another by a clever hand.

A leader is one who



Aspire Consulting, Ltd.

- combines passion, purpose and performance to achieve results driven solutions for our customers. We partner with businesses and organizations to stimulate individual, team, and organizational development.

Our highly effective solutions lead to dramatic and measurable improvements in several key areas for our customers including the ability to:

- Lead and Manage
- Grow and Innovate
- Capture and Retain Loyal Customers
- Fuel Financial Growth

The benefits to our customers include:

- Increased Internal and External Customer Loyalty
- Improved Profits
- Improved Productivity
- Improved Performance and Quality of the Services They Deliver

We look forward to the opportunity to talk with you

assigns a proper place for every talent in his team and joins them together. She gives credit to her team members whenever due, and they in return, move closer to her in their commitment and devotion.

The wisdom that can be obtained from climbing a mountain comes from the sights seen at different vantage points.

The leader who sticks to his ivory tower will never realize the sights, smells and sounds that power his subordinates. If he desires to appreciate the company from different perspectives, he has to garner information from different levels of his organization.

[More Info on Team Leadership](#)

Keeping a Good Team Together

The cornerstone of a successful company is the team that makes it up. Effective development methods such as the right technology, efficient processes, available money, and well-invested time are all important, but nothing can substitute for the importance of an exceptional team if you want to establish an exceptional organization.

Keeping a team of talented individuals who work well together is one of the top challenges for executives these days, ranking right up there with hiring successfully and firing. Keeping your team together as your company's core foundation is key to each individual's success-and most importantly, and obviously, to your company's success.

Having talented people on your team is essential, but building a close knit and productive team is even more so. Obviously, each organization is different, so the ways to do this vary; however, time spent in keeping your team together, focused, and motivated will pay back many times over. Here are a few ideas for building productive and exceptional teams:

1. Hire correctly in the first place. Don't hire someone just to place a body in a seat. It is essential to remember that adding the wrong person to your team could actually lower productivity and morale. You need to hire people who will fit with the needs of the team. At times that means someone who wants to be in the limelight, at other times it means someone who does not. Usually it means finding people who share core values. Skills and knowledge and even attitudes can be developed.
2. Clearly define the goals and objectives for the individuals, the company, and the team. Often company leaders have goals for the organization itself and for the individuals in the company, but miss an important mark by not having team goals. This strategy tends to



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Food For Thought

Play to Your Strengths

How often have you invested in a personal growth training to try to improve something at which you felt you were not good as you wanted to be?

Common areas for this type of personal investment are marketing, sales, management or public speaking. For most of us, trying to improve our weak areas comes with the territory. Whatever the area, we are required to do battle with what we don't do well. As it turns out, the majority of people around the world feel this way. In their groundbreaking book "Now, Discover Your Strengths", authors Marcus Buckingham and Donald Clifton say that across all ages and cultures, people are more concerned about their weaknesses than their strengths. We believe that our weaknesses matter more in holding us back than our strengths matter in advancing us. That's nonsense, say the authors. The better strategy is to play to your strengths, building upon your core talents, and work around your weaknesses. You can work to add skills and knowledge to increase your performance in any area, but unless you are

stress the value of individual players working on their own objectives, rather than encouraging a team approach to resolving challenges and finding innovative solutions. You need to have collaborative goals for your team. Team goals can be developed by the team or by the leadership, but the team needs to buy into them and agree to them. Share the goals and objectives with all team members often.

3. Remember the simple mantra of open and frequent communication. The foundation of a good team is trust. It is difficult to have trust without open communication. What isn't openly addressed ends up buried, but it's important to note that suppressed issues don't go away. They come back to haunt you and your company over and over again.

4. Team members (rather than leadership) should hold other team members accountable. Peer pressure is a strong force. Take, for example, a situation where the CFO says they will provide information to HR on the cost of benefits. The HR person needs to ask by when, and the rest of the team needs to hold the CFO accountable for delivering that information in the time frame agreed upon. This may mean that at the next meeting the HR person is asked if they received the requested information, and if the CFO did not provide the data as promised, the rest of the team needs to ask why and get a time commitment for when the information will be available. If each member is accountable to other they are more likely to become and stay close knit.

5. Create a culture that appreciates your team and creates bonds between them. Little things do matter. Take the team to lunch or dinner. Have them create a name for the team. You would be surprised how often a great name bonds a team. The bottom line is that you want them to do things together and see themselves as a unit, rather than individual contributors who come together periodically. By creating a culture that appreciates the team as a whole, each member wins when the team wins-and so does your company.

There is no guarantee that talented individuals will make an exceptional team until they have become a collaborative group with common goals and expectations, so it works in the best interests of your organization to develop the best team possible. There is no doubt that team dynamics are integral to a team's success, so be sure to make effective communication a top priority. The ideas above will serve you well as you build your team, and remember; the quality of the team that you build determines the success of your company. Keep a good team together.

[More Info on Team Leadership](#)

In their own words...

"A leader is a dealer in hope."
- Napoleon

"Before you can inspire with emotion, you must be swamped with it yourself. Before you can move their tears, your own must flow. To convince them, you must yourself believe."
- Winston Churchill

building upon one of your innate talents, your efforts won't produce exceptional results-some results, yes, but not dramatic improvement. Unless you have the talent, your improvements will be modest. You will be diverting most of your energy toward damage control and very little toward real development. Managing Around a Weakness - Instead of trying to overcome your weaknesses by brute force-and at the expense of putting the same energy into increasing your strengths-they offer five strategies for managing around a weakness:

1. Get a little better at it - In some cases, your weakness is only moderately impeding your peak performance in other areas. If so, then maybe damage control is the right solution.

Develop a system to remind you of things. Whether it is time management systems for those with a talent for adaptability but not discipline, or a scheduled walk in the park for disciplined folks who neglect self-care, you can often blunt the effects of your weaknesses through structured inputs.

2. Study your prospects - If your skills tend toward the analytical and away from such talents as wooing clients or dealing directly with confrontation, then you probably ought not be spending a lot of time in sales. But when you do have to sell something-such as one of your ideas-approach the problem analytically. Rather than focus on your lack of salesmanship, study your prospects, dig into what makes them tick and what ideas they've accepted in the past, and let your enthusiasm for your ideas do

"Groups become great only when everyone in them, leaders and members alike, is free to do his or her absolute best."

- Warren Bennis and Patricia Ward Biederman, *Organizing Genius*

"Dream as if you will live forever, live as if you will die today."

- James Dean

the talking.

3. Find a partner - This may be the best approach for small business people and sole practitioners. Don't be shy about your strengths-the whole point of this is to create a world in which you get to do what you are really good at. And be open-minded about what a partnership looks like. For some solo practitioners, an administrative assistant or a marketing consultant could be all the partnering you need.

4. Just (Don't) Do It - Just don't do the things you are weak at. In a corporate setting you might get away with this, particularly if you are a high-performer in the areas of your strengths. If you're a small business owner and your organizational chart has "me" written in most every box, not doing something may not seem like much of a choice. But keep it as a goal and continue to work toward the day when you can contribute to your business exclusively from the place of your highest strengths.

[More Info on Your Strengths](#)

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