

Aspire Consulting, Ltd.

Aspire... Higher



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A S P I R E

Discover potential. Get results.

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Aspire: Alphabetically Speaking

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Knowledge: according to Dictionary.com; Knowledge is a prerequisite to power but unto itself is not power. Real power is the application of knowledge. Action in all areas of your life will make you more confident, fulfilled, and satisfied.

Aspire Consulting assists individuals and organizations to combine the necessary attitudes, skills, and knowledge along with a proven goal attainment process to achieve sustainable success. The Aspire Advantage is in our people, processes and tools.

Tip of the Month

Top Ten Signs of Strength

Master these 10 strengths:

1. Respond instead of react. When we react, we give away our personal power.
2. Identify and learn from your judgments. Judgments are a reflection of our own inner needs and values.
3. Reach out when you need it. Asking for help is not a weakness.
4. Keep your word-especially to yourself. Beautiful palaces are built on this foundation of integrity.
5. Speak what is true for you. Be authentic, here, now.
6. Take time for yourself. This isn't narcissistic or indulgent. Caring for yourself helps you care for others better.
7. Know what you want. Take the time to figure it out. Use the knowledge to guide your actions.

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 about how we can partner with you and your company.

8. Don't take things personally. Even if something sounds personal, it usually isn't.
 9. Honor your limits. Set boundaries.
 10. Recognize fear as a guide, not a barrier. Your dark side is a friend when seen in the right light.
- © 2008 Claire Communications

[More Info on Development](#)

The Perfect Storm

Since the movie "the Perfect Storm" was popular in 2000, the phrase has gained popularity and grown to mean any event where a combination of circumstances will aggravate a situation drastically. Is the perfect storm in business here, or brewing? Will you foresee it and act in time? It's right in front of you. Will you still miss it?



If you prepare, you will have a huge advantage. To do this, you will help your company survive. To do this, you must grow and change yourself and those who report to you. This will in turn add to and enhance the organization, and your standing in the organization.

To stay relevant, you must be prepared to evolve and transform yourself as a leader.

What things are leading to this perfect storm where only the brightest team leaders will thrive?

1. Gen Y, also known as the Millennial Generation, is the largest generation in history and they're a massive wave entering the world of business.

Managers across the spectrum report challenges in leading Gen-Y. While there are differences in individuals, there are clear trends. The experts are in agreement saying the best way to lead Gen-Y is by coaching them. They have been coached all their lives. It is not only familiar, but what they expect. If you do not have this talent, they will not respect you. If they do not respect you, you will be unable to get results.

2. The silo mentality or "hunkering down" is even more prevalent. Contrary to this thinking, the best team leaders know to rely on and support their colleagues. What are you doing and what are you encouraging your team to do? Do you know how to reach across and manage and lead between the silos? This is the area that most organizations can find quick wins.

Aspire Consulting, Ltd.

email:

info@aspireadvantage.com

phone:

845-803-0438

web:

<http://www.aspireadvantage.com>

Food For Thought

The Pressure Crooker

"I work best under pressure". People say this all the time, and some really do believe it. However, waiting until the last minute has potential negative consequences:

- When people are in "fight or flight" mode, blood levels of cortisol, which is a hormone that is produced under stress, rise sharply. This has numerous negative physiological impacts including:

1. Impaired cognitive performance
2. Suppressed thyroid function
3. Blood sugar imbalances such as hyperglycemia
4. Decreased bone density
5. Decrease in muscle tissue
6. Higher blood pressure
7. Lowered immunity, and inflammatory responses in the body
8. Increased abdominal fat, which is associated with a greater amount of health problems than fat deposited in other areas of the body. Some of the health problems associated with increased stomach fat are heart attacks and strokes, the development of higher

3. In a difficult economy budgets are slashed to the bone and yet everyone recognizes that development improves performance and increased performance keeps you competitive and positions you for the next up swing. Ask yourself how you can get the most from your team? What dollars are imperative to spend? What will put you on the upward cusp as opposed to the down ward slide? What will position you to stay on the leading edge of the upward tide that will come?

Recognizing the perfect storm and identifying ideas and actions to put into effect are the perfect steps for the perfect storm.

[More Info on Leadership](#)

In their own words...

"Until we see what we are, we cannot take steps to become what we should be."

- Charlotte Gilman

"Our self image and our hearts seem to go together. Change one and you will automatically change the other."

- Dr. Maxwell Matte

"Life is meant to be simple. Go where your heart leads you."

- Christine Sopa

levels of "bad" cholesterol (LDL) and lower levels of "good" cholesterol (HDL).

Non-physical negative impacts include:

1. Less opportunity to check your work without missing your deadline, increasing the risk of errors.
2. Increased chance of mistakes.
3. Less opportunity to collaborate with colleagues, and gather additional information. Investment of time now to get their input helps with implementation and results in fewer reworks later.
4. Longer work hours infringing on personal time.

You can enjoy the feeling of heightened awareness and of testing yourself without putting yourself and your results at risk by setting goals. These are targets that you create based upon thinking the project through ahead of time and estimating how much time is necessary for each action step, and then considering current and potential obstacles and creating solutions to them before you start. Goal setting also allows you to prioritize tasks and see a bigger picture, improving your time management.

When you focus your energies around goals, you can measure your achievement as you reach each of the milestones in your plan. When you know your purpose and focus your goals accordingly, your time and

energy will be spent in the most effective and productive ways.

- Adapted from Julie Poland, Summit Management Group

[More Info on Time Strategies](#)

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Aspire Consulting, Ltd. | One Horseshoe Drive | Hyde Park | NY | 12538