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Aspire Consulting, Ltd.

Aspire... Higher



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Aspire: Alphabetically Speaking

(F)

Fear according to dictionary.com; a distressing emotion aroused by impending danger, evil, pain, etc., the feeling or condition of being afraid.

Aspire Consulting helps individuals and teams understand that FEAR is most often "False Emotions Appearing Real". We help employees develop new ways of thinking, i.e., habits of thought that allow employees to excel and businesses to get what they need and have continued success. Our customers "Focus Everything on Action and Results".

[More Info about Aspire Consulting](#)

Tip of the Month

Keys to Success for Top Executives

How do you avoid succumbing to the Peter Principle and rising to a level in which you are incompetent? Here are some key methods:

1. Have a clear strategic plan.
2. Keep your ears open for information, and hear both good and bad.
3. Develop measurements that make explicit the key things your company needs to do to move forward.
4. Develop a sense of ownership in your employees.
5. Set goals at every level and for every person that is aligned with your plan.
6. Identify your best employees and invest in retaining them.
7. Create an environment that encourages communication in all directions.
8. Empower others.
9. Ask for help, sincerely.



Aspire Consulting, Ltd.

Wouldn't it be great to work with a company that listened to you, understood your pain and implemented solutions that not only solved those things that keep you up at night now, but give you and your team the ability to continue your success?

Our customers develop a clear vision for where they want to take their business and know how they are going to get there. Their employees develop and apply the attitudes, skills and knowledge needed to accomplish the plan.

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

The Aspire Advantage:

- We are deeply rooted in our communities and are here to stay
- Once a customer always a partner for long term success
- We are part of a group of senior executives that give us access to the best in research, industry experts, tools and technical support

10. Review and revise, always being on the look-out for the next and best decision.

[More Info on Executive Leadership](#)

Real People for the Real World

There have been some great improvements in health care. We have standardized processes such as pre-op check lists, we pay attention to customer and employee satisfaction, and we have begun to think about wellness and true healthcare rather than sick care. There are still problems to be solved. What can we learn from what we have done and improve in larger more sustainable ways?



One approach that has been used by some in health care supports standardizing employee's activities and words. Since we are all different and have different strengths, the standard becomes an average.

We believe that this type of approach does more harm than good as far as our employees are concerned. We are placing barriers in their way to being creative and innovative and giving us their best.

A one size fits all answer to situations does not work as two situations are never the same. If you have ever been on the phone or talking to a customer service representative and understood that they were giving you the "script", then you have experienced this first hand.

An alternate approach is one that uncovers your employee's strengths and lets them use those strengths, gives the skill, knowledge and tools they need to best do their job, develops attitudes and empathy, and clearly defines the boundaries of behavior as well as the results expected. By encouraging your employees to work using their strengths, they will be happier and more productive. When you give them the skills and knowledge they need they become more confident, and the improvements in self esteem are seen in their interactions with others. Positive results then feed on themselves and positive attitudes emerge resulting in positive changes. When our employees know the expected behaviors and outcomes and are given the tools they need to get there, they will support the organization's goals in the best of ways.

What would it look and feel like if your employees were happy each day when they came to work? What improvements in the bottom line and patient care would result from everyone pulling in the same direction? What can you do to begin to encourage this today?

For more information about this approach, read thought leaders such as Jay Niblick the author of ["What's Your Genius"](#).

[More Info on Personal Assessments](#)

In their own words...

We always start with a no cost consultation. To find out about how the Aspire Advantage can help you, [lets talk](#).

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Food For Thought

Creating a Compelling Vision for Your Company

"Would you tell, please, which way I ought to go from here?" she asked.

"That depends a good deal on where you want to get" was the reply.

"I don't much care where" she said.

"Then it doesn't matter which way you go".

From Alice in Wonderland

Like Alice, if you neglect to make a decision about where you want to go, you will end up somewhere anyway. Most companies have places they want to go. They include lower costs, more customers, new markets, greater efficiencies. We refer to these as goals or objectives. In your organization, are those part of the bigger picture, which is your mission and vision? How is the relationship between the shorter term goals and objectives communicated to your employees?

One of the most important responsibilities of a leader is to shape and communicate your vision. A simple and understandable vision is crucial because if delegating and empowering others is to be a success, it relies on a shared understanding of where you are going.

Creating the vision is not an easy task. Your vision should be succinct, clear and exciting.

"Let our advance worrying become advance thinking and planning."
- Winston Churchill

"Do everything with so much love in your heart that you would never want to do it any other way." - Yogi Baisa

"In the middle of difficulty lies opportunity." - Unknown

"We judge ourselves by what we feel capable of doing while others judge us by what we have already done." - Longfellow

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Let us know what you think and want to hear more about!

It should guide the organization and everyone in it and allow for individual creativity in moving forward and pursuing new opportunities.

An effective and compelling vision is based on a clear analysis of the present which appeals to the deep desires of those who work within the organization and is a clear statement of the motivating force that drives the company forward.

Once you have determined your vision, communicate, communicate, communicate.

Use these six principles:

- Keep things simple and avoid jargon.
- Use metaphors and stories to help paint a picture for others.
- Use many types of communication: large and small meetings, print, formal, and informal interactions.
- Incorporate repetition into your communications.
- Lead by example
- Seek first to LISTEN. Then talk.

As a first step, we suggest you ask your employees at different levels what they think your company's vision is. You may get partial or hazy answers as well as interesting, and inspiring answers. Set out to create a powerful vision and communicate it.

[More Info on Strategic Thinking and Planning](#)

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