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Aspire Consulting, Ltd.

Aspire... Higher



Happy New Year



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Aspire: Alphabetically Speaking

(Y)

Yearly according to dictionary.com; is continuing or lasting for a year.

What attitudes, habits and results were exhibited in your organization last year? Which of those would you like to change in the coming year?

Aspire Consulting helps organizations and businesses recognize areas for improvement that are important to them and make positive changes that will be sustainable for the long term .

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Tip of the Month

Positive Thinking - A Secret Weapon

Learning, growing, and changing is possible with the right attitude and focus. All individuals have the ability to master their individual talents and be the best they can be.

Many great people have overcome adversity and challenge to accomplish great things. Lance Armstrong won seven Tour De France races from 1999-2005 after battling and beating cancer. Pablo Picasso overcame great poverty to become a renowned artist. Ronald Reagan spent his early life admittedly being an introvert,

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

but during his Presidency he was coined "the great communicator." The acclaimed actor Tom Hanks admitted to being quite shy most of his younger years.

We are not born great at anything. Ralph Waldo Emerson said, "All great speakers were bad speakers at first." No leader, manager, artist, business owner, or musician started out great. The difference between average and great is the desire to develop and succeed, a commitment to do so, and a positive attitude and the belief that you will make it happen.

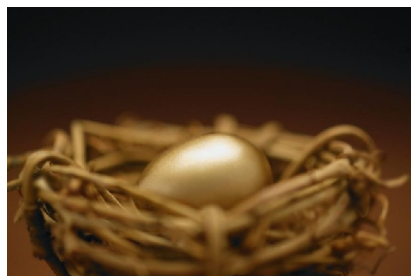
First, define what you want to accomplish, achieve, do, and be. Be careful not to let your practical mind limit your dreams and ideas. Give yourself permission to think big. Learning, growing, and changing takes work but the effort is worth the results.

The second step is making the commitment to pursue your dreams and take action. Determine the destination and create a map to get there. Establish and define a plan by breaking down each step in the plan into smaller and more manageable components. Your contributions will make a difference to many, so failure should not be an option.

Finally, remember that positive thinking will get it done. That is not to say you will not face obstacles and adversity. Success does not come easy. It's true that nothing of significant value ever comes easy or free. However, your focus and attitude will lead you to create the right solutions and the next best steps. You can't control what happens around you but you can certainly control how you react. Your attitude and positive mindset are your secret weapons to success. Don't let anyone or any circumstance take away your secret weapon.

[More Info on Leadership Development](#)

The Fable of the Golden Egg



One day a man went to his goose's nest and found a yellow and glittering egg. When he picked it up, it was heavier than a normal egg, and he was going to throw it away because he thought it was a trick. Instead, he took it home and soon found out that it was an egg of pure gold. Every morning the same thing occurred, and he soon became rich by selling his eggs. As he grew rich, he also grew greedy and he decided to try to get the gold the goose could give all

you and your company.

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Food For Thought

Organizational Leadership

In their acclaimed book "Fail-Safe Leadership, Martin and Mutchler ask a number of questions of organization's leaders. Here are a few to get you started thinking about the leaders, leadership and employees in your company:

1. What role does leadership play in the success of your organization?
2. On a scale of 1 to 10, how would rate the organization's leadership and what would it mean if you were to raise that by even 1 or 2 points? How do you define leadership? Is it about results within the values of your company?
3. How is the leadership evident in your organization?
4. Do you have a clear strategic plan?
5. Are your employees aligned with this plan (and how do you know?)
6. What are you risking if they are not?
7. Are negative attitudes a problem in your organization?
8. Do people in your

at once. He killed it and opened it only to find that the goose had no gold inside.

Everyone is familiar with the saying "Don't kill the goose that lays the golden eggs". Many people are not even aware of what the "goose" in their lives is. A computer chip manufacturing firm, for example, may feel that the machine that produces the chipsets is the most valuable item in the company. A fisherman may look upon his fishing boat and net as his most prized possession. In almost all situations, we view "people" as the most valuable asset. Even if you have the most sophisticated machines, you need skilled people to operate them. Likewise, a fisherman's livelihood depends on his skills and experience in catching fish more than the boat and equipment.

Companies tend to overlook the fact that their most prized asset is their staff. The best systems fail without good staff. Companies fire at will, leaving their operations crippled, and growth stifled. Many major corporations have attributed their successes to their valued staff. They also invariably increase their expenditures on the training and development for their staff. Before deciding that the current economic situation requires cuts in training and benefits, think of what it will take to keep the "goose" happy as well as to produce the golden eggs for you.

[More Info on Team Leadership](#)

In their own words...

"Action may not always bring happiness ... but there is no happiness without action." - Benjamin Disraeli

"Fear cannot be without some hope nor hope without some fear." - Baruch Spinoza

"You can't treat your people like an expense item."
- Andrew S. Grove

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organization resist change?

9. What have you done to overcome this resistance and change attitudes?

We know leaders are made, not born, and exceptional companies are developed and grow through focused effort and attention.

[More Info on Executive Leadership](#)

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