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Aspire Consulting, Ltd.

Aspire... Higher



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Aspire: Alphabetically Speaking (Q)

Qualities: according to dictionary.com is character with respect to fineness or grade of excellence.

Aspire Consulting works with businesses and organizations to define what quality means and create processes that assure that products and services are delivered right the first time reducing the need for re-work which create streamlined processes and that help create loyal customers.

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Tip of the Month

Management Practices that Work

What makes companies perform well? To find the answer, the McKinsey Group analyzed upwards of 100,000 questionnaires to uncover the practices of 400 business units in 230 companies around the world. The team eventually arrived at one winning combination and nothing else came close in improving organizational performance: clear roles for employees (accountability), a compelling vision of change (direction), and an environment that encourages openness, trust, and challenge (culture).

In addition, the study found a direct correlation between organizational and financial performance. An analysis of a global energy group's production facilities, for example, suggested that for a facility of typical size and margins, better organizational performance had a payoff of \$25 million to \$30 million. Consider what you have done to have an impact on the areas of roles, vision and culture within your organization. You can step forward and make a difference in the clarity and focus of your company. Aspire can help you achieve this by developing or supporting a clear plan of where



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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

you want to take your organization or company and how you are going to get there and provide your employees the tools and abilities they need to accomplish the plan.

[More Info on Management](#)

The Successful Leader



Are leaders born or can anyone learn to be a leader? What determines a good leader, and what can go wrong as well as what can go right. Is it about a set of attributes or some other measure?

1. Leaders are people who by word and/or personal example markedly influence the behaviors, thoughts, and/or feelings of their fellow beings, followers, or audience.
2. The key to leadership is the effective communication of a story. The stories fashioned by leaders should concern issues of personal and group identity. Leaders who intend to bring about major alterations across a significant population must in some way help their followers think about their contribution and value.
3. Leaders embody those stories. They convey their stories by the kinds of lives they themselves lead and through example seek to inspire in their followers.
4. The ways in which direct leaders conduct their lives must be clearly perceptible by those whom they hope to influence. People who do not practice what they preach are hypocrites, and hypocrisy mutes the effectiveness of their stories. Leaders always "walk the walk".
5. A leader holds certain beliefs, attitudes, and values, and practices certain behaviors. It is the responsibility of the leader to help other individuals determine their personal, social and moral codes.
6. The ordinary leader relates the traditional story of his or her group as effectively as possible. The innovative leader

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

Transactional Analysis

Transactional Analysis is a theory that focuses on individual human transactions and how you can have an impact on them, at home or in the work place.

According to TA, three ego states are possible:

- The Child, who spent time while we were young recording things, and could not change them or respond to them. This results in feeling and reactions.
- The Parent, who is the taught concept of things. It is all knowing and prescriptive. The parent delivers and enforces the rules.
- The Adult who integrates the learned information in the child and the taught information in the parent and makes decisions now and applies the best response for today.

Each interaction we have can result in complimentary, crossed or hidden responses.

In the complimentary responses, we get what is expected, be it child to child, adult to adult, parent to child or any other combination. It is the expected result.

takes a story that has been latent among the members of his or her group and brings new attention or a fresh twist to the story. The visionary leader creates a new story and achieves success in conveying this story effectively to others.

7. Leadership begins in the human mind. The successful leader is the one who knows where they are going and ties it to what is important to their employees.

8. Most leaders are intelligent. Nearly all are eloquent speakers, and many are eloquent writers as well. They have a promising story and tell it persuasively. The capacity to use words well is one of the traits of an effective communicator and perhaps a promising leader. Leaders have mastery of storytelling.

9. The relationship between the leader and the followers is typically ongoing, active, and dynamic. The leader must know his/her mind; including his/her own changing thoughts, values and strategies.

10. Leadership is never guaranteed; it must always be renewed. Leaders succeed, fail, return and recover, often many times in the course of a career. Leaders get results that are important to them and their work groups or companies.

[More Info on Leadership](#)

In their own words...

"There is no failure except in no longer trying." ~ Elbert Hubbard

"Disappointments are to the soul what thunderstorms are to the air." ~ Johann C. F. von Schiller

"Never let the fear of striking out get in your way." ~ George Herman "Babe" Ruth

In crossed transactions, we get something other than what we expect, for example, an adult responding to a child when the parent or another child was anticipated.

In the hidden transactions, a motive that is not clearly expressed drives the interactions. The motive can be social, political, economic, emotional, or something else entirely.

Ultimately, the most productive transactions happen at the adult to adult level. With work, the adult can raise the child or move the parent to an adult level, so current information and situations can be integrated with learned and felt situations to result in the best decisions.

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