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## Aspire Consulting, Ltd.

*Aspire... Higher*



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### **Aspire: Alphabetically Speaking**

#### **(E)**

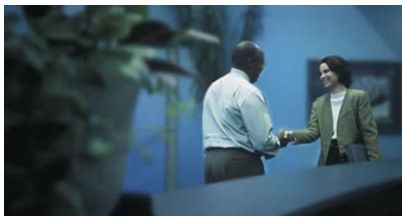
Empathy according to dictionary.com; the intellectual identification with or vicarious experiencing of the feelings, thoughts, or attitudes of another.

At **Aspire Consulting**, we understand the value of empathetic feelings and interactions with all stakeholders. Seeing things from another's perspective is key to establishing relationships. Strong relationships enhances communication which drives performance which drives business success.

[More Info about Aspire Consulting](#)

### **Tip of the Month**

#### **The Eight Elements of a Powerful Partnership**



Great partnerships don't just happen. The Gallup Organization has looked at the most successful partnerships and have identified the most important components.

Thinking about those components that make up a great partnership and adding them when joining forces greatly increase the likelihood of success. When all of these elements combine, partnerships become not just effective in accomplishing the mission, but also personally rewarding, sometimes intensely so.

**Complementary Strengths:** Our weaknesses and blind spots can create obstacles to reaching a goal. Teaming up with someone who is strong where you are weak, and vice versa improves results.

### **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.*

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Individuals are not well-rounded, but pairs can be.

**A Common Mission:** A strong and shared sense of mission drives performance. When partners want the same thing badly enough, they will make the personal sacrifices necessary to see it through.

**Fairness:** The need for fairness runs deep. It is an essential quality of a strong partnership.

**Trust:** Growth and change in any industry means taking risks. You are not likely to contribute your best work unless you trust that your partner will do his or her best. Without trust, it's easier to work alone.

**Acceptance:** We see the world through our own set of lenses. Whenever two disparate personalities come together, there is bound to be a certain friction from their differences. Accepting and embracing these differences improves the road.

**Forgiveness:** Humans make mistakes. Without forgiveness, revenge motives that stem from friend-or-foe instincts will overpower all the reasons to continue a partnership, and it will dissolve.

**Communicating:** Communicating helps to prevent misunderstandings; and makes work more efficient by keeping the two people synchronized.

**Unselfishness:** In the best working relationships, the natural concern for your own welfare transforms into gratification in seeing your comrade succeed. Those who have reached this level say such collaborations become among the most fulfilling aspects of their lives.

Send us an [email](#) and let us know the things you think are keys to successful partnerships.

[More Info on Leadership](#)

## *Support Your Team*

Most people want to do well. When sales are slumping and business results are less than you'd hoped for, look at things from another perspective. Start with the most basic things to ensure your teams success. If your team is not where you want it, make a point to do something about it. Ignoring it will at best keep the status quo, and more likely will continue a downward and more likely will send the group into a downward spiral. Here are some simple things you can do:

- Celebrate within your team. This can be small recognitions to large awards. It brings a feeling of accomplishment and success to the workplace that is much needed. People need to feel appreciated in a comfortable setting.
- Make sure roles are clear. This goes beyond job descriptions, to clarification about the things that really make up the job.
- Check to see that your employees have the tools to do their job. Inadequate or insufficient tools will lead to frustration at the most basic level.
- Communication among team members on all levels is essential if everyone is to operate at high levels of performance. Many teams fall into a pattern where everyone is busily doing their part but nobody is really talking about it or focusing on the larger picture. Regular meetings should be scheduled where each team member is able to voice questions or concerns. Private formal and informal

web:

<http://www.aspireadvantage.com>

## *Food For Thought*

### *Did You Know?*

- Over the next 24 hours 2.5 billion text messages will be sent out in the U.S. alone.
- Ellen DeGeneres has more followers on Twitter than the entire populations of Norway, Iceland and Panama.
- 90% of the US has a cell phone.
- Generation Y now out-numbers baby boomers in the U.S.
- More than one out of every two phones sold today is a web enabled smart phone.
- In the last month, 80% of 18-34 year olds have listened to the radio online, 70% have watched TV on the web and 25% have watched video on their phone.
- It took TV 13 years to reach 50 Million viewers; it took the internet 4 years, the iPod 3 years and Facebook 9 months.
- Today, 250 million Google searches will be conducted.

## *Celebrate!*

Join us as we celebrate with

[I.E.S.](#)

as they launch two new service offerings: Low-Voltage Wiring and the Customized Total Data Protection services.



Check out their multi-chamber [ribbon cutting](#) to unveil the services.

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communication should be encouraged.

- Treat your employees differently. Recognize that your employees will have different strengths and needs. Treat them differently, but always fairly.
- Lack of accountability and discipline will quickly have an impact on morale. Everyone must be accountable for their actions and their duties on the job. People need to have a reason to work hard. However, this doesn't mean that disciplinary measures should cross the line into severe or unfair.
- Get to know your employees, and encourage your employees to support and get to know each other. Create an environment and venue in which they can do that. Employees who know and enjoy their colleagues are more productive, creative and innovative.

There is much more energy and power in a team than we typically see. Make it a goal to implement these suggestions to harness and USE that power.

[More Info on Team Leadership](#)

### **In their own words...**

"The bravest are surely those who have the clearest vision of what is before them, glory and danger alike, and yet notwithstanding, go out to meet it." ~ Thucydides

"Learn to use ten minutes intelligently. It will pay you huge dividends." ~ William Irwin

"Peace is not won by those who fiercely guard their differences but by those who with open minds and hearts seek out connections." ~ Katherine Paterson

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

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