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## Aspire Consulting, Ltd.

*Aspire... Higher*



★  
A S P I R E

*Discover potential. Get results.*

### **Inside This Issue... June 2009**

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***We will begin offering webinars in the next few weeks. Take our [poll](#) and have input into the topics offered! [Click Here](#)***

### **Aspire: Alphabetically Speaking**

#### **(O)**

**Obstacle:** according to dictionary.com; something that obstructs or hinders progress.

Aspire Consulting helps employees achieve their organizational and personal goals by using proven processes that anticipate and identify potential obstacles which allow them to generate tangible solutions which lead to improved results.

### ***Tip of the Month***

#### ***The Habits of Great Managers***

From the book "First Break all the Rules"

Based on thousands of interviews, we know:

1. Great managers know how to select the people with the right talent for the job. They understand they can teach skills, but will never get the best if there is a talent mismatch between the employee and the requirements of the job.
2. Great managers balance the need for standardization and conformity with originality and individual style.
3. Great managers spend their time wisely. They know with

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

whom and how to spend their time to maximize performance. They do not concentrate on talent weaknesses that are not significant to the job performance. They look for areas where there is alignment between talent and the job and exploit those.

4. Great managers have relationships that allow them to set the stage for motivation of their employees.

[More Info on Management Development](#)

### **What is Your Ex-Employee Costing You?**

We hear time and time again that people take a new job for the opportunity to work at a company, and often leave because of their direct manager or supervisor. This is most often not because the manager is intentionally setting out to disengage employees but because they have never been given the skills they need to lead others. Do you know what this is costing you in your company?



Here is a brief overview of some of the high costs of this turnover:

#### **Costs Due to a Person Leaving**

1. The cost of the person(s) who fills in while the position is vacant, which should take into account the lost productivity.
2. The administrative costs of stopping payroll benefit deductions benefit enrollments, COBRA notification and administration, and starting other items such as severance packages.
3. The cost of training your company has invested in the employee who is leaving, and the loss of the knowledge they are taking with them.
4. The impact on departmental productivity because the person is leaving.
5. The cost of severance and benefits continuation provided to employees who are leaving who are eligible for coverage under these programs.
6. The cost of unemployment insurance premiums as well as the time spent to prepare for an unemployment hearing.

#### **Recruitment Costs**

1. The cost of advertisements.
2. The cost of the internal recruiter's time.
3. The cost of the hiring department's time to review and explain position requirements, review candidates, conduct interviews, discuss their assessments and select a finalist.
4. The administrative cost of handling, processing and responding to the resumes considered for each opening.
5. The cost of drug screens, educational and criminal

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.*

Aspire Consulting, Ltd.

email:

[info@aspireadvantage.com](mailto:info@aspireadvantage.com)

phone:

845-803-0438

web:

<http://www.aspireadvantage.com>

### **Food For Thought**

#### **What Is In Your Future?**

Can you imagine what your life will be in one or three years? What if you could see this clearly, identify the steps necessary to get there, and hook into your inner motivation to achieve more of your goals more often? Life is easy. The things you do make sense. How would your career take off? How much more value could you add to the world around you if you discovered and used more of your potential? How would your life be different if you developed a keener sense of your purpose?

With that picture in mind, why don't more of us do this? It's difficult to do alone -- that's why. There is more potential in each of us than we can possibly access by ourselves. We all need help sometimes. Einstein felt he used less than 10% of his potential. Left alone, we see, judge, act and react to the world from our view and filters. Often this means that we do the same things we

- background checks and other reference checks.
6. The cost of the various candidate pre-employment tests to help assess a candidate's skills, abilities, aptitude, attitude, values and behaviors.

### **Training Costs**

1. The cost of orientation for the new person and the cost of the person who conducts the orientation.
2. The cost of departmental training as the actual development and delivery cost plus the cost of the salary of the new employee.
3. The cost of supervisory time spent in assigning, explaining and reviewing work assignments and output.

### **Lost Productivity Costs**

1. As the new employee is learning the new job, they may not be fully productive.
2. The cost of coworkers' and supervisor's lost productivity from time spent with the new employee.
3. The cost of mistakes the new employee makes during this orientation/learning period.

What is turnover costing your organization? How long has it been going on? What have you done to improve this? How much longer are you willing to spend significant amount of money in areas you do not need to?

One proven alternative is to commit to develop your management staff now with an effective program that will teach the skills they need to begin implementing change. This will build in the supports that will sustain positive behavioral change for them and your organization in the future.

### [More Info on Team Leadership](#)

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

"A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves." --Lao Tzu

"The key to successful leadership today is influence, not authority." --Ken Blanchard

"Good leaders make people feel that they're at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning." --Warren G. Bennis

have always done, and will continue to get similar results. What if you could achieve your most important but most challenging goals?

A professional coaching relationship creates value through a powerful blend of communications and problem-solving that is co-creative between the partners. Coaches help you improve performance and enhance your quality of your life. Great coaching helps you self-coach more effectively, not simply by helping you make decisions, solve problems or achieve goals; it transforms the way you think and do these things. Effective coaching will not simply improve your life; it will transform the way you live your life.

Clients and coaches achieve more significant results together than either could achieve alone. While some people hire coaches purely for incremental growth, or a specific area that they have identified alone, great coaching helps uncover potential opportunities and asks transformational questions. Instead of creating or developing the potential of the person being coached, effective coaching helps the person reveal and release untapped value.

If you recognize that you may have hidden potential, suspect a blind spot in your professional or personal relationships, or simply want help in moving from existing to thriving and creating the life you want, coaching may be for you. You may be ready for a coach if you seek a safe space to expand your thinking with someone who will listen and question rather than just

**Aspire Website Relaunch!**

Aspire Consulting, Ltd. is pleased to announce the launch of their newly redesigned website [www.AspireAdvantage.com](http://www.AspireAdvantage.com). The new design is intended to provide additional information about the services Aspire provides, a new and expanded resource library, and improve the ease of navigation. Visit our site and watch and listen to [our virtual tour](#).

give you advice or try to fix you.

[More Info on Leadership](#)

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