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## Aspire Consulting, Ltd.

*Aspire... Higher*



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### **Aspire: Alphabetically Speaking**

#### **(D)**

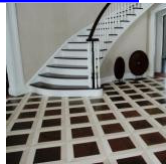
Dedicated according to dictionary.com; wholly committed to something, as to an ideal, political cause, or personal goal. Groups and organizations function more effectively and efficiently if they have clear goals that are supported by a dedicated group of individuals working collaboratively.

**Aspire Consulting** helps individuals and teams improve their results by changing their thinking which changes results.

[More Info about Aspire Consulting](#)

### ***Celebrate!***

***Dura Tile is at it again.***



Judy, Julio and their teams have won another award, this time a national recognition from the [National Tile Contractors Association](#). Dura Tile won 1st Prize in the Stone Category for its installation of a custom Geometric Limestone Foyer floor. The Awards are judged by national contracting professionals and emphasize installation excellence. Entries are judged on overall appearance, level of difficulty, technical soundness, craftsmanship and artistry.

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

#### ***Teams: It's All About Trust***

According to Patrick Lencioni, teams cannot be at their most effective unless they overcome these dysfunctions:

- Absence of Trust



### **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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- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results

Teams that have a higher level of trust are willing to admit their mistakes, genuinely apologize to each other for doing things that might harm the team, and share information about their personal lives.

Teams that are not afraid of conflict have interesting team meetings where members are willing to passionately put their arguments on the table, and are willing to talk about even the difficult ones.

Teams that are committed leave meetings knowing what they need to do, what their team members will do even if there was initial disagreement, and have the confidence that the decisions made will be carried out for the good of the team.

Teams that are accountable are accountable to each other, challenge each other's ideas, raise issues with each other about unproductive behavior, and do not want to let the team down.

Results oriented teams make individual sacrifices for the good of the team, readily share credit for accomplishments, and rise and fall as a group based on the results of the team.

Where are your departments or management teams?

[More Info on Team Leadership](#)

## ***Collaborate for Results***

Collaboration is the process of people thinking and working together to discover ways to solve problems; address complex or cross-functional issues; improve processes, products, or systems, or invent new ones. It is the exploration of multiple options from various perspectives. Creative, collective thinking applied to the work we do leads to examination of how we do it, and how we can do it better. This means discovering new ways that are better, simpler, more efficient, or faster.

You will discover many advantages to getting each individual contributor's thoughts for greater collective accomplishment. The whole is exponentially greater than all of the parts. Individuals join the cooperative effort by pooling their personal resources for superior results. Shared knowledge earns knowledge in return, and pooled knowledge consistently leads to better outcomes. In the information era, sharing information is important because it leads to understanding and keeps you up to date as to what is happening.

When problems are complex, seemingly insurmountable, or just frustratingly difficult to solve, answers and breakthroughs are more likely to be discovered through a collaboration of diverse capabilities or divergent viewpoints. The process of collaboration can transform differences into common goals. Collaborations provide an abundance of ideas and options in a short period of time.

web:

<http://www.aspireadvantage.com>

## ***Food For Thought***

### ***Stick Together***

A certain Father had a family of sons, who were forever quarreling among themselves. No words he could say did the least good, so he cast about in his mind for some very striking example that should make them see that discord would lead them to misfortune.

One day when the quarreling had been much more violent than usual and each of the sons was moping in a surly manner, he asked one of them to bring him a bundle of sticks. Then handing the bundle to each of his sons in turn he told them to try to break it. Although each one tried his best, none was able to do so.

The Father then untied the bundle and gave the sticks to his sons to break one by one. This they did very easily.

"My sons," said the father, "do you not see how certain it is that if you agree with each other and help each other, it will be impossible for your enemies to injure you? If you are divided among yourselves, you will be no stronger than a single stick in that bundle."

[More Info on Executive Leadership](#)

## ***Check out our Blog!***

Look for us at [Aspire](#)

[Consulting Ltd. Blog](#)



Our goal is to bring you timely and applicable information and thoughts that you can apply to your day.

Even contributors who do the same job but don't ordinarily work together can benefit from sharing tacit information. This is the kind of information that is often not written or spoken about. The knowledge of how to perform tasks they all do separately can be profitably shared. The result is that each party in this collaboration gains personally from the collective knowledge of the group.

Is there a way for you to take advantage of a truly collaborative process within your company, organization or community?

[More Info on Leadership Development](#)

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

"No is a full sentence!" ~ D. Cris Caivano

"Few delights can equal the mere presence of one whom we trust utterly." ~ George MacDonald

"Teamwork is the ability to work as a group toward a common vision, even if that vision becomes extremely blurry." ~Author Unknown

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

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