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Aspire Consulting, Ltd.

Aspire... Higher



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Aspire: Alphabetically Speaking

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Conviction according to dictionary.com; is a fixed or firm belief.

Having the conviction to live your values and beliefs is essential to our well being. Balancing the conviction of our thoughts and ideas with new ways of thinking is a challenging balancing act.

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

[More Info about Aspire Consulting](#)



Celebrate!

[The White Weathered Barn](#) has opened in [Sugarloaf, NY](#).

This is the latest project of our partner **Rena Wilhelm**. Rena is a jewelry designer, an artist, and interior designer. Jason, her husband and partner repairs and refinishes furniture. Their latest venture allows the best of each of them to shine. Please visit them and let them know we sent you!

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.

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



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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Tip of the Month

Never Enough Time?

Time management seems to be a universal concern, yet time management is neither a time issue, nor a management issue. It is a priority issue.

Time is not a renewable resource. One way to manage where you spend your time is related to your ability to say no. People often don't want to say no, even when that's the right thing to do, because they don't want to risk appearing unable, unappreciative, or disrespectful. Sometimes pleasing or impressing someone wins over doing what we know we should be doing.



Another way to look at time management is to say that you should frame your responses in light of your values and priorities. As a result, you will find yourself appropriately saying no when requests are not in alignment with your values and goals. Focus on developing attitudes and habits that continuously enhance a positive self-image and a high level of confidence. Focus on doing the right things for the right reasons.

Choose the outcomes you desire. You can choose to control your own life. You can select the events in which you want to participate and affect the ultimate outcome. Alan Kay once said, that the best way to predict the future is to invent it. People may attempt to control our lives, but they're only successful if we choose to let them. What you accomplish and the amount of time you spend getting there depends on the choices you make. Don't be managed by time, instead, manage it thoughtfully and proactively.

[More Info on Time Strategies](#)

Symptoms of Trouble

The recession has driven many organizations to reduce staff, consolidate departments, and cut budgets. At the same time, they have been pushing remaining staff. It's likely that some employees in these companies are just waiting for the economy to get better so they can leave for greener pastures, or in some cases for anywhere else.

How do you know that your company might be in trouble? Here are a few signs:

- Too many meetings. This often means not enough focus on OUTCOMES, the measure of a leadership driven organization.
- Too many concern-driven decisions. There is a time and place for consensus driven results, but when they become excessive, they may be a sign of employees shielding

web:

<http://www.aspireadvantage.com>

Food For Thought

The New Miracle Worker

A well known consultant was called to a bank by the frustrated bank president. "I have all these vice presidents and not one of them is doing a good job, no wonder the bank is in so much trouble. You have to fix them, or I'm firing them all and starting over!" The consultant questioned further and learned that the president had recently been brought in from the outside just after the prior president retired. The consultant asked for and was given copies of each of the job descriptions of the six vice presidents, and the top 5 priority areas he had for them. The next day the consultant met with each of the VPs. All had been with the company through tough times before and survived. All had received great performance ratings in the past. What could have gone wrong so quickly?

Prior to their meetings, the consultant asked each of the VPs to write down their top 5 job priorities. The consultant started by letting the VPs know why he was meeting with them, and reviewed their priorities. To the consultants chagrin, the priorities of the VP, and those listed by the President did not match. One by one he asked the VPs if they could prioritize based on the CEO's list. One by one they shrugged, as they saw the job differently, but agreed to try for a month.

A month later, the consultant came back. "You are a miracle worker". I do not know what you did to crack the whip, but they are all pulling their weight now. Thank you" When he met with the VPs they were still not sure why their jobs had changed, but they all noted the improved

themselves from potential repercussions if something goes wrong.

- Lack of personal accountability. This is related to employees shielding themselves and to an unclear understanding on the employees' part of where the company is going, what values and priorities are, and what role they play in getting there.
- Communication problems. Either nothing is done with the information communicated, or information is not communicated. This also demonstrates a lack of clear alignment and understanding of company goals.
- Reactive rather than proactive thinking. This is never a business strategy that works for the long run.
- Micro-management. Managers who do not trust that their employees know what they should be doing often turn to this tactic in an effort to protect themselves.
- Disgruntled and minimally working employees.

Forward looking managers who recognize these signs will begin implementing solutions NOW to insure that they keep the employees they want when things pick up again. Understanding and supporting what is important to them is a good beginning. Investing in their growth and professional development may be a timely priority.

[More Info on Team Leadership](#)

In their own words...

"Now that it's all over, what did you really do yesterday that's worth mentioning?" ~Coleman Cox

"If you surrender to the wind, you can ride it." ~Toni Morrison

"No one can whistle a symphony. It takes a whole orchestra to play it." ~H.E. Luccock

"No is such a small word and yet so hard to say." - Unknown

attitude of the president.

This is a true story. Have you clearly communicated goals, priorities, values and expected results?

[More Info on Executive Leadership](#)

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