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Aspire Consulting, Ltd.

Aspire... Higher



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Aspire: Alphabetically Speaking (O)

Opportunity: according to dictionary.com is a situation or condition favorable for attainment of a goal.

At Aspire Consulting, we know that there are many opportunities that are left on the table because of a lack of planning, process inefficiencies and inability to maximize your employees contributions. We work with you to identify and leverage opportunities to get results that are important to you.

[More Info about Aspire Consulting](#)

Tip of the Month

Things To Do When You Have 5 Minutes or Less

- Update your daily planner. Use this time to mark off completed tasks, transfer tasks to a different date, and keep it current.
- Update your goals. This is a good time to look over your goals. Transfer the completed goals to your goals accomplished list and add to or update your current goals.
- Put target dates on your calendar.
- Make a quick call. Cell phones can be used to make necessary calls when you are waiting for an appointment to show up, standing in line at a store, etc. Remember to speak quietly.
- Read your mail. Keep your mail in your briefcase and when you are in line take it out to read.

[More Info on Time Strategies](#)

Teams Make a Difference



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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



It is no longer enough to have satisfied customers, you must seek to develop a loyal and delighted customer base. It's no longer enough to "maintain." You must be aggressive, responsive, and quick. The challenge is getting everyone in the organization committed and focused on achieving organizational success.

To solve complex problems and sustain a competitive edge in a rapidly changing marketplace requires a broad mix of skills. It will require harnessing the collective intelligence of everyone in the organization. A team of individuals with highly specialized knowledge and diverse skills will provide you with greater mind power and more innovation. It will also provide more effective implementation of a solution or idea enhanced with a well-coordinated team.

Creating a winning team begins with creating a culture in which people are encouraged to challenge, to question, to try, and to innovate. Surround yourself with and create teams of the best people your organization has to offer. Bring people into a team as they are needed based upon their expertise or abilities.

Continuous improvement requires that teams focus on improving key business indicators. Measurements must be developed and reviewed regularly by leadership teams to ensure progress. Get everyone involved. Pass along ownership of processes and problems that belong to your employees. Many executives spend far too much time solving problems that could be handled by someone else.

The personal competencies necessary for teamwork are technical and interpersonal skills and the desire and ability to achieve goals. Technical competency is a thorough understanding of how to do the job and the skills required to fulfill the job requirements. Interpersonal skills are those skills required to successfully interact with others. Individual team members must bring high levels of personal and technical competence, which will contribute to the

We always start with a no cost consultation. To find out about how the Aspire Advantage can help you, [lets talk.](#)

Aspire Consulting, Ltd.
email: info@aspireadvantage.com
phone: 845-803-0438
web: <http://www.aspireadvantage.com>

Food For Thought

Failure and Excellence

Failure is good? How do you hold people accountable without blaming? What is the difference between accountability and responsibility and where does acceptable failure come in? We have been raised in a culture that believes failure is generally bad, and learning from it is easy. There is a belief that embracing failure as part of a change model would mean an organization that runs wild, losing focus on its success.

In an article in the Harvard Business Review by Amy Edmonson, she proposes a spectrum of the reasons for failure, ranging from defiance to task challenge and ultimately exploratory testing. When executives were interviewed about the spectrum, they agreed that it made sense and that 3% to 5% of failures were actually blameworthy. When asked what percentages of failures were typically treated as blameworthy, the answers were closer to 70% to 90%.

Ms. Edmonson goes on to differentiate types of failure: preventable failure in predictable organizations, unavoidable failure in complex organizations, and intelligent failure at the frontier. Ultimately, she concludes that only leaders can build a culture that "counteracts the blame game, makes people feel both comfortable with and responsible for surfacing and learning from failures." In studies, the manager level is most able to support this mind shift.

Organizational leaders should focus on gaining a greater understanding of what happened, not of who did it. That means reporting small and large

overall team competence. This means that every individual has a responsibility to make a positive contribution to overall team performance. The collective attitude should be that each person on that team will do whatever it takes to get the job done.

Team building for achievement depends on individual abilities in constructing relationships. The ability to collaborate, to be flexible, to share responsibility, and to establish and commit to achieving goals are important personal skills. Persistence and tenacity are contagious in team pursuits.

[More Info on Team Leadership](#)

In their own words...

"Vision is the art of seeing things invisible to others." ~ Jonathan Swift

"The first and most important step towards success is the feeling that we can succeed." ~ Nelson Boswell

"We are all faced with a series of great opportunities brilliantly disguised as impossible situations." ~ Charles R. Swindoll

failures, searching for the opportunities to learn, applying that learning across the organization, and proactively searching for opportunities to experiment intelligently.

The highest performing organizations look for early signs of failures in products, and relationships. They know that catching failure early exponentially improves both the product and relationship down the road and also saves them money, improving the bottom line. They analyze failure in detail, not superficially, and they promote systematic, thoughtful experimentation as a component of being on the leading edge.

Systematically looking at your systems and processes can greatly reduce your failures and decrease the "firefighting" mentality prevalent in many organizations.

[More Info on Leadership Development](#)


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