

Improving Results

January 2010

Volume 7 Issue 1

HAPPY NEW YEAR 

By Facing Our Challenges, We Discover Our Potential

STRATEGIC SOLUTIONS 510-432-7596

Managing People in 2010

With the beginning of a new decade comes the optimistic view of a brighter future for our businesses, family, and self. Focus on creating an environment that fosters a positive attitude and watch your employees become more productive.

So how can you create that environment? Follow these 3 easy steps:

1. Focus on catching people doing things “right” instead of only saying something when they make a mistake. When you see someone helping a coworker or going the extra mile for a customer give them praise.
2. Start a “Wins” board. Create a poster board with all the employees names on it, with columns & dates. When someone does a positive thing, mark it on the board. Keep this board visible for all employees to see.
3. Eventually annualize the “Wins.” If an employee comes up with an idea that reduces costs, put a value to it and annualize the savings. Then write it on the board, put it in your company newsletter, and send them a “Thank You” card or note.



*Continued on page two – **Managing People***

INSIDE THIS ISSUE

- ◆ *Managing People in 2010*
- ◆ *Hiring a Team of 'High Achievers' is no Easy Feat*
- ◆ *One Minute Ideas*
- ◆ *What Will be Your Results in 2010?*

Hiring a Team of 'High Achievers' is No Easy Feat

Companies are constantly vying for “top talent,” those candidates who possess the ability and skills needed to make them more productive and more profitable. What companies often fail to consider, though, is that talent is just half of the equation.

Yes, that’s right – talent is not enough. In fact, according to author and leadership guru John Maxwell, talent is **never** enough. (That, incidentally, is the title of his book on the subject.)



The other half of the equation is the person’s desire, or whether or not they have the drive to be a **high achiever**. If they don’t have that desire or that drive, talent is only going to take them – and the company – so far. They’re *not* going to reach their full potential as an employee.

As a result, striving to hire “top talent” is a bit of a misnomer. At the very least, there should be a disclaimer attached to that statement. Rather, companies should search for “high-achieving top talent,” since those are the types of employees who are more likely to reach their potential and push the company to new heights of achievement.

So . . . how do you find these employees? It’s often difficult to discern the talented candidates from the **talented, high-achieving** ones. As a result, it’s even more difficult to assemble an entire team of high achieving employees.

The answer lies, at least in part, in their lives outside of work.

*Continued on page two – **High Achievers***

All articles, quotes, and material in this newsletter are copyrighted. © 2010. No part can be reproduced in any form without specific written consent from SA and copyright holder(s). All rights reserved worldwide.



One Minute Ideas

Opportunity

There are no limits to our opportunities. Most of us see only a small portion of what is possible. We create opportunities by seeing the possibilities, and having the persistence to act upon them. We must always remember... Opportunities are always here, we must look for them.

Problems are only opportunities in work clothes.
~ Henry J. Kaiser



The **Pew Research Center** is a nonpartisan "fact tank" that provides information on the issues, attitudes and trends shaping America and the world. It does so by conducting public opinion polling and social science research; by reporting news and analyzing news coverage. It does not take positions on policy issues. Check it out at www.pewresearch.org



Hank Sullivan is President of Strategic Solutions in Hayward, CA and a Nationally Certified Business Coach. He provides processes to assist individuals and businesses in improving results. He concentrates on leadership development/coaching in areas such as Management, Sales, Customer Service, and Strategic Thinking and Business Planning. In addition, he offers a program for youth leadership called America's Rising Stars.

Strategic Solutions
25985 Clausen Ct.
Hayward, CA 94541
(510) 432-7596
hsullivan@stratsolutions.net



Continued from page one – Managing People

At first it may seem hard to find someone doing things right, mostly because we are not focused on that type of behavior. However, after a couple of days, you will start to see those positive actions more frequently and the attitudes of everyone become more positive.

IMPORTANT: Do not start a "Wins" board and not keep it up to date. It is demoralizing for your staff.

Copyright protected worldwide. Gary Sorrell – Sorrell Associates, LLC

Continued from page one – High Achievers

High achievers are intrinsically motivated, which means their desire for accomplishment comes from within, not because of external motivators like raises and promotions. They want to achieve and be the best they can be simply because they enjoy doing so, and that kind of desire is reflected in all areas of their life . . . and not just at work.

So keep this in mind when you're looking for the best of the best. It could mean the difference between hiring talented employees who fail to reach their full potential and hiring those who exceed all expectations.

If you have any questions about this article, or about how we can help you with your current hiring needs, contact us.

Copyright protected, all rights reserved worldwide. © 2010 Gary Sorrell



What Will be Your Results in 2010?

I do not know where 2009 has gone but the reality is that it is now 2010. 2009 was a good year for some and for many not so good.

Did you start 2009 with a clear strategic plan for making it successful both personally and professionally? Did 2009 end in the way that you wanted?

There is an old saying that there are two types of people:

“Those who make things happen and those who watch things happen”

I suggest that it is better to be a part of making things happen because then you get to control the outcome. So if you want 2010 to be a wonderful year then decide today to get a plan and then begin to execute it every day. Success is definitely under your control.

Have a great new year!

Opportunities? They are all around us... There is power lying latent everywhere waiting for the observant eye to discover it.

~ Orison Swett Marden

HAPPY NEW YEAR!

