

# Your M.A.I.L.

December 1999 ▶ Volume 1, Issue 10 ▶ Success Performance Solutions ▶ [www.super-solutions.com](http://www.super-solutions.com)

Your Motivation, Attitude, & Integrity Letter from Success Performance Solutions

While we ponder where to begin, it becomes too late to do.

*Quintillan*

England and America are two countries separated by the same language.

*George Bernard Shaw*

The influence of each human being on each other in this life is a kind of immortality.

*Winston Churchill*

## Employee Woes To Continue

Have you just about had it with employee turnover and attitudes?

Walk into any business today and ask any manager or employee, "how long has it been since another employee quit or didn't show up?" Better yet, ask how long has it been since all the job openings were actually filled.

The manager likely will look at his or her watch, not their calendar. Almost daily, employee woes are becoming more common and more troublesome.

**In 1996, 1 in 10 people quit their job and it took 10 day to fill the position.**

**In 1999, 1 in 7 people quit and it took over 51 days to fill a position! And in 1999, nearly 8 out of every 10 dollars was wasted by recruiting the wrong people and then training the wrong people or training the right people with the wrong skills!**

The rate of change in the complexities of recruiting, managing and retaining people is huge. Up until now, many managers and business owners have been slow to respond. In the future, caution and procrastination will be devastating.

Success Performance Solutions has the people "technology" to reduce turnover, boost morale and lower training costs. We have the technology to "train out" the behaviors that don't work anymore. What is stopping you? Call us today at 717-656-4632 or visit our website at [www.super-solutions.com](http://www.super-solutions.com).

**New! Effective December 20.....view video and audio highlights of our**

### Breaking Through Your Motivational Barriers to Success

Proven technology to energize people, boost morale and increase performance **quickly.**

February 3-4, 2000      Jacksonville (FL)  
March 9-10, 2000      San Francisco  
April 6-7, 2000      Lancaster  
Register NOW and save!

Your **MAIL**, a newsletter for the clients of Success Performance Solutions, will be sent to you free of charge unless you unsubscribe. Each issue will include motivational quotes from top business leaders, important trends in performance improvement and the latest resources for motivational training and selecting people with integrity.

I prefer Your M.A.I.L. by:

E-mail \_\_\_\_\_

Fax \_\_\_\_\_

Name \_\_\_\_\_

Remove me from both lists.



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**Happy Holidays and  
A Very Safe, Healthy  
and  
Prosperous 2000!  
Ira, Bob, Cindy,  
Betty and Fran**

Program Chair and Meeting Planners! Call today to schedule your training programs and keynotes on:

- Solutions to the Labor Shortage
- Breakthrough Motivational Barriers to Success
- It Takes All Kinds!