

Your MAIL

February 1999

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

I wish I said this....

Get Off Your Rocker!

“Diversity without unity makes about as much sense as dishing up flour, sugar, water, eggs, shortening, and baking power on a plate and calling it a cake.

C. William Pollard
Author of The Soul of the Firm

We’ve gone completely “off our rockers” creating “Get Off Your Rocker”, our newest workshop for improving motivation, “adjusting” attitudes, improving personal and corporate wellness, blending or merging cultures, or turning a stale project into a creative, innovative result.

schools, and personal development. From one-on-one executive coaching to strategic planning retreats, “Getting Off Your Rocker” helps people successfully prepare for challenges and master what it takes to reach successful solutions.

To schedule an inspiring and provocative 60 minute keynote, an engaging, entertaining after-dinner speech, or a practical and results-based full day workshop or retreat, call Success Performance Solutions, 717-656-4632.

It’s Magic: Motivating People To Work Together Workshop #2

Your Attitude is Showing

Learn what makes people want to do the things they do and how to maximize their potential by tapping their motivations

February 23, 1999
9 AM to 4 PM

Register Today and Save!

Introducing “Getting Off Your Rocker” to your employees and customers will create an explosion of enthusiasm, a boost in morale, a jumpstart for creative ideas, and overall improvement in sustained peak performance. The impact of this paradigm-shifting workshop invokes incredible opportunity for the acceptance of change or the birth of new ideas.

Success Performance Solutions is dedicated to discovering emerging and innovative solutions for the workplace,

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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 want to receive my newsletter via e-mail.
 Address _____
 Please remove my name from your fax list.

What are they thinking?

A recent survey by Watson Wyatt, of over 9,000 people at a variety of companies found the following: 54% agreed that senior management "walked their talk".

However, their opinions of supervisors were not so encouraging:

- ◆ 51% - encouraged teamwork
- ◆ 44% - helped solve job-related problems
- ◆ 42% - helped make time for training
- ◆ 33% - coached for improvement
- ◆ 34% felt employers recognize good performance
- ◆ 35% felt the level of trust between management and workers is good or very good.

Is 50% good enough to retain and attract great employees?

How well is your company doing? Success Performance Solutions designs and delivers employee and customer surveys for strategic planning and development.

Figure out today how to harness the collective talents of your people and blow your competition away

Calendar 1999

February 23, 1999 9 AM to 4 PM	Your Attitude is Showing <ul style="list-style-type: none"> • <i>Interact convincingly with others without rubbing them the wrong way</i>
March 23, 1999 9 AM to Noon	Attack The Attitude Virus <ul style="list-style-type: none"> • <i>Curing Negativity in the Workplace</i>
April 27, 1999 9 AM to 4 PM	Motivating Great Employees <ul style="list-style-type: none"> • <i>Integrate the newest techniques to retain your best employees by influencing employee loyalty</i>
November 7 -14, 1999	All Stressed Up and Nowhere To Go <ul style="list-style-type: none"> ◆ Drowning In Things to Do! ◆ Can't Sea Your way through another day! ◆ Have That Sinking Feeling! ◆ Career Just Floundering? <p style="text-align: center;">Join Us at Sea Aboard the Sensational "Sensation"</p> <p style="text-align: center;">Re-energize yourself, your relationships, your career.</p> <p style="text-align: center;">And have FUN, FUN, FUN. Great rates!</p> <p style="text-align: center;">Call today. Space limited.</p>

Add This To Your Business Vocabulary.....

Cultural Schizophrenia

The ability to move in two different directions at the same time and not see the difference.

Watts Wacker, at the Innovative Thinking Conference, February 10, 1999

Register Today. Call (717) 656-4632 or Fax (717) 656-7816

- It's Magic! Motivating People Executive Coaching Keynotes Facilitation

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Name/Title:

Company:

Telephone:

Mr. Fireman, Please Don't Trample My Flowers!

I many times feel like the fire chief who is turned away by the owner of a burning building. Arriving on the scene of a client's business, met with an outbreak of "fires", words of despair and stress expressed by managers and employees alike, to be asked, "can you make the fires go away?"

While the sincerity of the request is real, it is immediately followed by the conditions upon which I will be allowed to enter the building with my fire fighting equipment. "We're understaffed so we can't pull anyone away from their jobs." (In manger-ese, this means, we can't afford the time to send anyone to training.) "We're behind on our projects so we can't evacuate." (Same interpretation.) "The turnover is killing productivity and profits." (We haven't budgeted any money for this project because we're spending too much money and time replacing people – the turnover fire.) "Just do something to motivate our people." (We're understaffed already so even if find an arsonist, we won't let him go. We need bodies. Maybe you can just talk to him or her.)

In other words, put out the fires but don't trample the flowers, don't overdo it with the water. And don't tell us the cause if you find it. We don't have time to fix it anyway. And please hurry. Let us get back to doing things the way we always did it. Just put out the fire.

The Numbers Don't Lie!

An imminent and impending problem exists. The current labor shortage, especially skilled workers, is not going away.

- ◆ By the year 2000, one in three workers will be 45 or older and boomers
- ◆ Almost thirty percent of the population, are turning 50 at a rate of 11,000 people per day. The Generations-Xers are a much smaller demographic group than the boomers or matures. There are not enough of them to fill the jobs.
- ◆ Most women who want to work will be employed by 2000. And 80% of all child-bearing age women will become pregnant.

Success Performance Solutions Is On A Roll

With unparalleled activity during December and January, Success Performance Solutions wasted no time on getting on the ball – literally.

Our goal is simple – to become the leading resource for totally successful performance solutions. We do this by introducing the most innovative solutions in workplace motivation, performance and accident prevention.

That attracted Deby Harper, President and founder of The Fitness Co., based in Phoenix, AZ, and owner of the PostureBall, to approach us about extending the reach of her incredibly successful corporate wellness programs. Essentially we had an opportunity to move our business to a point where "we can help position people in the right posture and posture people into the right positions."

Deby has had enormous success getting people on the ball – the PostureBall, that is. Deby promotes her PostureBall as an alternative chair but her success in the workplace and schools goes well beyond chair swapping.

Deby's behavioral approach for managing stress, work-life balance and improved wellness has attracted national and international attention. Deby has been developing wellness

programs for Fortune 500 companies for more than twenty years, creating programs and products for such firms as Microsoft, Merck, GTE and over 100 others. She also developed and managed the PCS Health Systems Corporate Wellness program, a million-dollar project.

Deby has been a guest on numerous talk and news shows and most recently the Ball was a "guest" on the Howie Mandel show. The PostureBall was also featured in the January 1999 issue of Family PC magazine, as well as People, Health, Walking, and many others

"we can help position people in the right posture and posture people into the right positions."

During the first quarter of 1999, Success Performance Solutions, under Deby's guidance, will be launching corporate wellness programs as well as certification program for trainers. Those certified will demonstrate excellence in postural and wellness dynamics by balancing behaviors, attitudes, and motivations.

To get your business on the ball, to schedule a fun, innovative learning workshop, or to become a certified trainer, call us at (717) 656-4632 or write us at iwolfe@success.net.

**New
White
Paper**

The Safe and The Accident-Prone Employee: A Cross-Industry Study

A New White Paper published by Dr. Charles Coker, founder of LifeThrive Performance Systems, will be available in March 1999. Dr. Coker is one of our strategic partners. He spearheads our corporate safety and motivational programs. To receive a complimentary copy or to schedule a site visit or presentation by Dr. Coker, call us at 717-656-4632 or email: iwolfe@success.net.