

# Your M.A.I.L.

October 1999



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Success Performance Solutions



www.super-solutions.com

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

*"A team is like getting a baby tiger for Christmas – it does a wonderful job of keeping the mice away for 12 months and then starts eating the kids."*

Unknown

*"Between 1998 and 2010, the number of managerial jobs will rise by 21% while the number of people between 35 and 50 will fall by 5%."*

Business Week, September 20, 1999

The talk about "finding" more employees is only smoke and mirrors. The truth is there are more jobs than people and employees do not have job-ready skills. This trend will continue well for 20 years or more. Call SPS today – we design jobs to lower training costs and reduce turnover.

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 \_\_\_\_\_

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Remove me from both lists.



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## Break Your Barriers To Success

**Did you know that over 80% of current training techniques actually demotivate people and reinforce negative behaviors?** Have you ever taken a great training or course, only to be frustrated weeks later when a myriad of situations stopped you dead in your tracks? Did you feel better or worse because you couldn't reach or sustain the goal?

Stop wasting your time and training dollars! According to a Rutgers University study, between \$5.6 billion and \$16.8 billion is wasted annually on ineffective training. (USA Today, October 1998)

**Breakthrough Your Motivational Barriers to Success** with LifeThrive Performance Systems, America's Proven Performance Specialists on December 2 and 3, 1999. LifeThrive professionals Dr. Charles Coker, Dr. Jae English and Dr. Ira Wolfe with a track record of **dramatic personal and business improvement in as few as 30 days**, have turned their attention to redefining the workplace by increasing the contribution of every employee and lowering training costs.

The director of training and quality of assurance of a major call center wrote: *"we were on the brink of disaster due to our 400% annual growth. We had an organization full of unproductive and unmotivated people and continued to hire more of the same. We can now see the light ahead. Our productivity is up 11% with a lower head count!"*

Who should attend: owners, managers, supervisors, consultants, HR and OD professionals, executive coaches and trainers. Registration is limited to 50. Register before November 6 and save \$90. Group discounts for 3 or more.

Call 717-656-4632 or e-mail: Motivation@super-solutions.com.

**FREE Admission!**

Visit Us at the  
Lancaster Business TEAM EXPO

November 8, 1999  
8 AM to 2 PM

Eden Resort and Conference Center  
Lancaster, Pa.

Program Chair and Meeting Planners! Call today to schedule your end of year or year 2000 programs on:

- **Solutions to the Labor Shortage**
- **Breakthrough Motivational Barriers to Success**
- **Attack The Attitude Virus**

## Top Ten Reasons The Labor Shortage Will Not Go Away

If you're waiting for the economy to slow down and ease the labor shortage, think again!

There are too many jobs, too few people, and the birthrate has collapsed.

1. Since 1988, almost 600,000 manufacturing jobs were lost. 12 million service jobs were created.
2. At the same time the primary labor force (age 18-34) was nearly cut in half.
3. The number of people available to replace retirees has fallen over 400%! – from 9:1 in 1955 to 2:1 in 2010
4. The collapsing birthrate – in many developed countries the birthrate has fallen below the rate needed to reproduce the population.
5. The only reason the US birthrate is not falling is the large number of immigrants who retain the high birthrates of their native country.
6. In 1970 over 60% of all jobs were manufacturing; in 2000, less than 10% of all jobs will be in manufacturing.
7. In 1950, 60% of all manufacturing jobs were unskilled; in 2000, less than 15% are unskilled.
8. Nearly 20% of companies surveyed by Training Magazine said they taught reading, writing and arithmetic to their new hires; 67% had high school diplomas.
9. About 67% of high school seniors went directly to college in 1997; less than 52% will have graduated in five years.
10. It is estimated the trucking industry has between 150,000 and 400,000 openings; high tech industry over 800,000 openings; construction over 240,000....  
And so on!

## We Design Jobs To Increase Value and Lower Training Costs!

Given tomorrow's workplace:

- ◆ There is more work to do
- ◆ We are spending more time doing it
- ◆ And there are not enough people to do it

What can an employer or manager do to increase productivity and lower the number of people required to get a job done?

Gary Heil, in his address at the Institute of Management in Lancaster, PA, said the number one failure of companies will be the failure to confront sub-par performance.

**“...the number one failure of companies will be the failure to confront sub-par performance”**

The first requirement then is to find out what job-ready skills the job requires so the workers can concentrate on the job and eliminate wasted time, energy and stress.

Our DNA of Performance  
Competency Based Position

Analysis is a patented process to identify the top competencies required on the job, in the job, and in the company.

The DNA of Performance helps you select the right candidate, retain the right people, and avoid lawsuits by helping you identify exactly

what performance criteria the job requires, writing a behavioral based job description and creating a structured job interview – the only EEOC compliant interview.

So, call us today to schedule a risk-free job performance analysis.

We are so confident with the DNA, we guarantee the results!

### Which of the following describes your workplace?

A. Employees practically frolic through the door in the morning, fresh and alert, eager to attack the challenge of another wonderful day of work

B. Employees stumble, lurch or crawl through the door, find their desks with difficulty, are temporarily revived by six or seven cups of coffee, work maniacally for 15 minute and collapse.

C. Employees rarely show up for work. They call in with excuses that grow more creative every day a boron deficiency, injuries sus-

tained in a daring rescue, attempt, acute sensitivity to envelope glue.

Answers: A. – Congratulations!  
B or C: - Call 717-656-4632

Our Top Selling Seminars and Keynotes!

- ◆ **Breaking Through Motivational Barriers to Success.**
- ◆ **Your Attitude is Showing!**
- ◆ **Attack The Attitude Virus: Curbing Negativity in the Workplace**
- ◆ **Managing and Motivating Gen-X**