

How I See It

Countering The Year-End Slump

It happens to the best of us. We look at the calendar and realize our best of intentions and efforts are no match for Nov 1 thru Dec 31st.

You know the excuses: weather, vacations, year-end budgets, closing year-end sales, cutting prices, delaying decisions, the holidays, shopping, and the list goes on. Your goals are on no one else's radar screen. The only thing you're focused on is satisfying the boss(s), not catching the flu, and being able to play a little until the new year comes. Is this good or bad? I don't know, but that's how it is.

Here are 7 ideas to counter the year-end and slump:

- 1) Hold a leadership retreat** - Get the management team off-site for a one or two day event to discuss strategic planning, goal setting, and set the tone for the new year. Consider a little more inspiration for the new year rather than desperation over this one. Get a speaker/facilitator for the event so that the pressure isn't on you to do everything. You need to regroup too. NOTE: Our calendar is always light during this time and we would be willing and able to assist.
- 2) Plan breakfast and luncheon meetings with key clients** - Everyone has to eat. You'll have uninterrupted time with a client who'll be more obliged to listen to your ideas, knowing you'll be picking-up the tab. Use it as a time of customer appreciation as well as planning. Don't be shy about bringing a 'formal' one sheet handout with discussion items, so that everyone leaves with a reminder of items discussed and notes for follow up after the holidays.
- 3) Call a friend** - In the midst of daily pressures and holiday shopping, stop and call a friend, especially one you haven't talked to in a while. This is a time to rekindle the spirit of love, friendship, and spiritual renewal. Is there an old classmate, neighbor, teacher, or mentor with whom you'd like to reconnect?
- 4) Do something for your Sweetie** - There's nothing like a bouquet arriving at work or at home to bring a smile. Men are shocked. Women are pleased. How about a nice lunch or dinner out - just the two of you? Heck, it's the holidays, do both.
- 5) Close the office early on Fridays** - Of course make sure it doesn't interfere with your customer service expectations. IF however you can rotate time-off for staff or provide a little flexibility for shopping and running time for the holidays, it's a nice gesture and a real benefit.
- 6) Forget the diet** - Chocolate, cookies, candies, and indulgences of all kinds are part of the season's joys. Resistance is futile. Enjoy. Don't over do it, but enjoy.
- 7) Be nice** - This is a time tempers can flare and disappointments can arise. Take a deep breath, smile, and let it go. Besides your blood pressure's high enough.

As Thanksgiving approaches, we give thanks for the wonderful clients, friends, and colleagues who have made this our best year ever. Your confidence and support is greatly appreciated.

At least that's how I see it.

A Tip or Two

Watch Out For The Magic by Paul Reiser

It turns out most of the conclusions that I've come to in life have equally valid contradictions. I think it's true you need to make a plan, set a goal and stick to it, but I would also advise: Don't keep your eyes so fixed on the goal that you miss what sneaks up to surprise you, because magic will come from unexpected places.

Thoughts from Here & There

On Our Pilgrimage: to be a pilgrim means - to be on the move, slowly - to notice your luggage becoming lighter - to be seeking for treasures that do not rust - to be comfortable with your heart's questions - to be moving toward the holy ground of home - with empty hands and bare feet
Anon

I sincerely believe some people were put on God's green earth to show us the worst of choices that can be made.
Vince Crew

Those who cannot change their minds cannot change anything.
George Bernard Shaw

Rejoice in suffering, knowing that suffering produces endurance, endurance produces character, character produces hope, and hope does not disappoint us, because God's love has been poured into our hearts through the Holy Spirit which has been given to us.
Romans 5:3

Consider your own call, brothers and sisters: not many of you were wise by human standards, not many were powerful, not many were of noble birth. But God chose what is foolish in the world to shame the wise.
1 Corinthians 1: 26-27

Vinnie's Commercial

Holiday Gifts for the Leaders on Your Team and in Your Life

Looking for meaningful gifts for special people? Consider the gift of inspiration - the gift of knowledge - the gift of insight - consider the following books by Vince Crew:

- **Keeping The Very BEST** - THE definitive no-nonsense hiring and retention guide in its second edition -- **\$20**
- **Leadership Defined** - Perspectives from Vince, nationally-known U.S. leaders and other experts -- **\$24.95**
- **The REACH Leadership Thought Guide Vol I** - A collection of brief essays and articles on leadership and workplace issues with permission for reprint in newsletters - also suitable for meeting discussion topics -- **\$30**
- **HME Power Management Success System** - A 12 CD & handbook system designed for owners and managers of home healthcare product and services businesses -- **\$1200**

Go to "*Resources*" on our website.

Follow ordering instructions by product. - Plan ahead. Allow time for holiday delivery.

ALWAYS, ALWAYS... Continue to REACH!

These perspectives are not a substitute for tailored counsel or programs designed for your particular situation.
Contact us to discuss your specific needs.

"Encouraging others to reach up, in and out to achieve"

239-455-0816

REACH Development Services

163 Burnt Pine Dr.

Naples FL 34119

www.REACHdevelopment.com