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November 2012: Hold On, It's the Home Stretch



Are you Creating Your Future or Just Trying to Survive?

In her article (www.seapointcenter.com/blog), Jesse Lyn Stoner, shares some interesting thoughts about how each person we influence has that "safe place" where normalcy prevails. Unfortunately, "normal" can quickly become mediocrity. Whether we are holding project stakeholders, staff or peers accountable, we need to ask some hard questions:

- If your company were taken over tomorrow morning, how many of your current employee team members would be begged to stay?
- Is there vulnerability-based trust in your team? Is there healthy conflict? The tough stuff gets talked about constantly.
- Is there commitment to new ideas even if it wasn't their own?
- Is there real accountability where employee team members hold themselves as well as others accountable?
- Is there a steadfast focus on the right results?

In our leadership programs, we share this pyramid for



Where's RMA Next?



We'd love to have you join us this November to continue your professional development! Click on the links below to get more information about open events or email bhelt@russellmartin.com with questions.

Nov 1 IHIE 2013 Planning

Nov 1 Butler University
Personal & Team Insights

Nov 5 Langham Logistics
Managing Projects

Nov 8 CIASTD Fall Conference |
Indy | "Stress is Heavy- Lighten
Up" | [Join Us](#)

Nov 12-14 PEGASUS Conference
Indy | The "Why" Approach to
Aligned and Agile Teams
[Learn More](#)

Nov 12-13 ASTD PM for Learning
Professionals | Los Angeles
[Register](#)

Nov 14 10 Steps to Successful
PM with Quantum Learning

High Performing Teams.
Many of you have attended our EQ and Decision Making workshops this year and learned to leverage this model to create strong teams at the start and/or triage teams that are just not cutting it. Core to trust is accountability. Core to accountability is 'your base':



- What is your vision, mission and value? Who are you and what is your purpose?
- What are your behavioral strengths (DISC)? What drives your prioritization of work (Workplace Motivators)?
- How much have you invested in growing your Emotional Intelligence?

To learn more about this model, consider signing up for the new **ASTD Essentials of Emotional Intelligence for Decision Making** webinar series 11/20 - 12/4 at <http://tinyurl.com/9texqeh>.

Join me and your peers to create a strategy for powerful teams. Prepare to face the tough questions.

Thanks to Chris Young, The Rainmaker Group, Inc. for sharing the article with me ! He rocks.

Name and Description



GooseChase Super-Hunt

21 characters (40 max)

Time for a brand new GooseChase public super-hunt! This one's all about quickness, getting them done as quickly as possible. As usual, only awesome photos will count. Happy GooseChasing!

Upload Photo...

184 characters (250 max)

Game Settings

Duration

14

Location (optional)

All over the world!

Virtual Scavenger Hunt: Check out GOOSE CHASE

Trish Uhl, CPLP Coach and RMA Learning Facilitator recently facilitated a CPLP Virtual Boot Camp "Lite" for Tallahassee ASTD and Northwest Arkansas ASTD that provides an overview of the What, Why, When, Where, How of the CPLP. The free recording is here: http://bit.ly/CPLP_OverviewOct2012

Russell Martin & Associates is a proud Prize Sponsor of the ASTD Employee Learning Week Scavenger Hunt (#ELWHUNT) for learning professionals - worldwide!

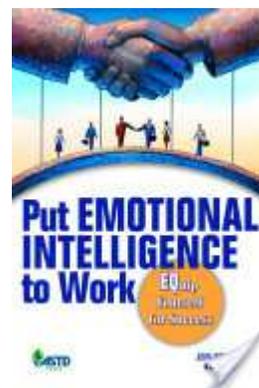
Nov 14 Midwest ISO
Project Management Simulation

Nov 15 Langham Logistics
Managing Projects

Nov 20 ASTD Essentials Program
"Emotional Intelligence for
Improved Decision Making"
[Learn More](#)

Nov 26 RMA Webinar: Emotional
Intelligence with the Experts Jeff
Feldman & Karl Mulle
[Register](#)

Nov 27 ASTD Essentials Program
"Emotional Intelligence for
Improved Decision Making"
[Learn More](#)



Put Emotional Intelligence to Work: Equip Yourself for Success

We are very pleased to welcome authors of the book above, Jeff Feldman and Karl Mulle, to our webinar on 11/26 at 1:30 PM EST. They will share their combined ideas for leveraging EQ to drive more success (and less whining and blame). Here's an example of what you will hear:

Years ago there was a Stanford research study done with children sitting alone in a room with marshmallows. They were told not to eat the marshmallows. The study tried to answer the question how can you overcome the emotional lure of your daily

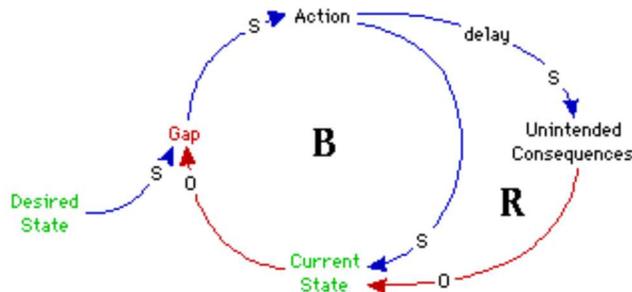
Trish has created a Goose Chase (www.goosechase.com) scavenger hunt to play until Employee Learning Week in December. Prizes are awarded weekly and the top 3 players (by points) will be announced at the ASTD Memphis Conference 12/7/12.

I'm playing! BUT if you want to see an amazing tool for engaging learners when they don't think they are learning, check out this ap and Trish's game. You'll be amazed.

Getting Started - Learn How to Play:
<http://bit.ly/ELWHUNT>

Learn about Weekly Prizes and the Sponsor Spotlight:
<http://bit.ly/ELWHUNTR2>

Follow the fun with Twitter hashtag #ELWHUNT
Contact Trish at Owl's Ledge LLC Office: (630) 510-1461 Email: trishuhl@owls-ledge.com



Systems Thinking and Archetypes as a New Lens for Seeing

Next week, I have the privilege of speaking at the Pegasus conference which is here in Indianapolis. I'm excited to be around so many big brains. If you are a fan of Systems Thinking, check it out at www.pegasuscom.com.

If you do not know what Systems Thinking is, consider this. Have you ever 'hurried' with a task and actually created a bigger mess with your solution? In the haste and rework of modern performance, Systems Thinking provides a way of looking at the whole system. Here's an example:

Suppose you are very stressed at work. It's possible that you have to numb yourself when you get home with alcohol, junk food or even exercise. This poor nutrition before bed seems relaxing at the time but creates other problems like weight gain, addiction, or injuries. It's easier to take the Quick Fix than do the hard stuff of owning your stress level at work, exercising realistically and eating well. That takes too long. This system of

'marshmallow' temptations and at the same time move passionately and enthusiastically toward your goal? Whether it's multi-tasking, email or other insanity, we are constantly stopped dead in our tracks. Success requires two acts of emotional self-management:

- You need to develop an emotional attachment (passion, enthusiasm, excitement, desire) to the goal you are trying to achieve.
- You need to use the strength of this attachment to overcome challenges (including temptations) you encounter.

Put another way "How do I create emotional attachments to my goals that are stronger than the desires I already have to give in to my temptations?"

Intrigued? To register for this free webinar click here <http://tinyurl.com/98g9nqz>. As always, the recordings will be available at www.russellmartin.ning.com under RESOURCES.

My Amazing Life

I have been so many places this last month and met so many amazing people. Here's a non-Social Media shout out to:

Hancock Regional Hospital Passionate healthcare professionals improving project management

IHIE Scenario Planning with brilliant business people

McDonalds Thanks to a great class of hard working project managers

Langham Logistics A dedicated group putting in the hours to grow their PM competence

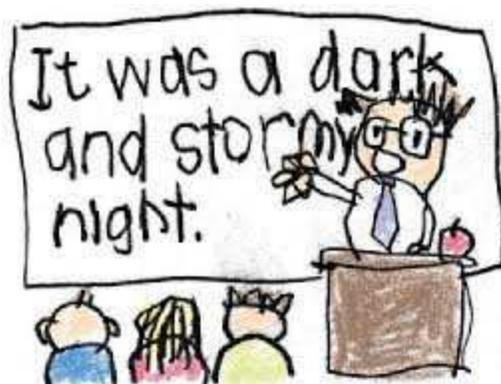
NEFL-ASTD The most amazing project managers I have ever seen. Great conference, thanks for inviting me.

choices and non-choices, (called "Fixes That Fail") is a very common pattern and can be applied to many things.

In the book [The Systems Thinking Fieldbook](#), Peter Senge and Daniel Kim, among others, created a set of Archetypes (common patterns) that can be used to ask better questions about situations. In most situations, one archetype does not fit exact real problems (usually a combination), but it is useful for figuring out great questions to ask. Here are the questions to think about in a "Fixes that Fail" situation from an article by Daniel Kim:

- Have actions been taken to respond quickly to a crisis without much consideration of long-term consequences?
- Have similar actions been taken in the past in response to similar crises? What usually happens?

If there's one thing we need at work right now, it's a better way to react and learn. If you are interested in learning more about our live and virtual Systems Thinking workshops, please contact info@russellmartin.com AND if you happen to come to the Indy conference, please come by and say hello.



CONTEST: Test Your Writing Acumen

This month's contest is in tribute to all our children who have been stressing over standardize tests, SATs and ACTs. Let's see how much you remember about proper grammar. This is from a great resources for writing www.upwritepress.com:

Sometimes it's the little things that trip us up, and that also goes for little words. Consider the tiny indefinite articles *a* and *an*. Test yourself below, choosing the right word from the pair in parentheses.

- Did you see (*a, an*) small dog run by here?
- Brenton waited patiently for (*a, an*) opening to

ASTD Chapter Leaders A weekend with the best of the best. Appreciate all the great feedback and shout outs. Check out the Pinterest board from our BFF Trish Uhl [ALC pin board from Trish Uhl](#).

Learning 3.0 Leah and Julie do it again with an amazing group of speakers on all things virtual. Appreciate the chance to bond with Rene McClay, Jane Bozarth, Aaron Silvers, Jennifer Hoffman and an impressive session by Google.

National Louis University Big goals and big purpose.



Love 'Em or They'll Leave

From the Wall Street Journal (08/23/12)
Kwoh, Leslie.

According to data from the U.S. Bureau of Labor Statistics, Generation Y will comprise more than 40 percent of the U.S. labor force by 2020, far outnumbering any other generation. Chegg Inc., an online textbook-rental service headquartered in California, was struggling with high turnover among its millennial employees. CEO Dan Rosensweig gleaned from the exit interviews that they felt there was too much bureaucracy and not enough communication, utilization of their talent, or fun. To improve retention, Chegg eliminated some middle-management positions to give younger hires more exposure to projects and introduced an unlimited paid vacation policy. So far, no one has abused this policy, and employee satisfaction

give his pitch.

- Ms. Taft was called upon by (*a, an*) union representative.
- My instructor handed me (*a, an*) history textbook for the class.
- The footnote came from (*a, an*) historical reference.

has gone up. Indeed, the annual turnover rate among millennials has since fallen by 50 percent each year for the past couple of years.

Answers will be posted on the Virtual Playground www.russellmartin.ning.com. Prizes to the first 10 people who submit the right answers to info@russellmartin.com.

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