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September 2011: Addition To Bad Leadership

Where's RMA in September?

Lou will be all over the place this month! Catch her at one of these locations for a cup of coffee!

- Sept 6 & 7 10 Steps with McDonald's (Chicago)
- Sept 8 & 9 PM for Trainers with Wal-mart (Bentonville)
- Sept 13 Project Leadership with DSI (New Jersey)
- Sept 15 & 16 People Side of PM with ASTD Twin Cities Chapter
- Sept 23 10 Steps with Indy 500

Mary will be working with teams from both Butler University and spending time at the Indianapolis 500.

Gerry & Nadine will be working with the project managers of the FDA.

Join us for one of these public workshops... we still have a few open seats!

Sept 26 & 27 Leadership Academy

Sept 28 Emotional Intelligence for Improved Decision Making

Sept 29 & 30 The Hard & Soft Skills of Project Management

btiemann@russellmartin.com

All will be held at The Children's Museum of Indianapolis

Repeating the Same Bad Project Decisions

I recently read an interesting article titled "Cognitive Bias and Group Think: The Real Threats to Decision-Making" by Carr Boyd. In the article, Mr. Boyd shares the challenge of firefighting, the challenge of all humans, to consistently orchestrate complex operations. He explains it this way: firefighter injuries and deaths are always the result of a human error. Over the years, firefighters have spend great energy on reacting to these errors quickly rather than figure out a way to improve the original decision that caused the disaster.



I see this on projects as well. Many under-invest in clarifying the Project Charter, including business case, scope, and project objectives. They become experts at reacting to insane levels of change once the project begins. In all honesty, the adrenaline rush of the chaos can be addictive. I'm prone to say 'insanity is just a project constraint', but if we really look at our behaviors carefully, we would all benefit from a calmer, more focused and disciplined approach to starting a project. There will always be changes as a project progresses but are we causing many of our own changes now through constant multi-tasking, lack of attention and inadequate brain focus causing poor, short-term decisions? I'm guilty as charged occassionally.

If you'd like more information about how your Behavioral Intelligence affects the quality of your decisions, especially on stressful projects, contact info@russellmartin.com to learn about our assessments and workshops. Consider attending our EQ for Improved Decision Making 1-day workshop in Indy on September 28th.

back to
School



The beginning of a new school year can be a stressful time for children. As a parent, there are proactive steps you can take to help:

- If you are confident and excited, your child will be too. Express it.
- Take a walk around the school with your child and locate his or her classrooms, lunchroom, playground and restrooms.
- Take time to listen to your child and discuss aspects of the new school year that he or she is worried about. Remember to let your child know that it's normal to feel nervous about the start of school. For parents of younger children, suggest that your child take a family photo or special object to school to make his or her surroundings comfortable.
- Spend time each day talking to your child about what happened in school.
- Attend school functions and stay involved in your child's education.
- Make a point to learn about how your child develops not just physically, but socially and emotionally, as well. Anxiety and stress about starting school is normal for a child and usually passes within the first few days or weeks. If your child continues to seem anxious or stressed, it may be time to seek help.

From the Indiana Mental Health Association

Fun With Learning

From Lindsay Blamire, one of our PM Virtual Mentor participants. "This game taught me everything I needed to know about blood transfusions- it's a riot!"

[Link to Game](#)

If you are passionate about learning and want to learn how to expand your expertise and become an ASTD CPLP, start by contacting info@russellmartin.com and setting up a time to talk with CPLP Guru and RMA Thought Leader, **Trish Uhl**.

Addiction to Bad Leadership

The science of health has tons of research about how to break addictive behaviors. Are you really clear about whether you are a successful leader, whether on a project or a team? Here is a model for changing behavior from that discipline:

PRECONTEMPLATION: I am unaware. There is nothing wrong with me. I have no intention of changing.

CONTEMPLATION: It has been brought to my attention and I'm thinking I might need to change a few things.

PREPARATION: I'm learning about new options, watching other people, reading, growing.

ACTION: I've had some success changing. It's hard, but it's working!

MAINTENANCE: I am focusing on my success and feel good about my progress.

RELAPSE: I slipped up. I was doing well, but stress got the best of me.

TERMINATION: I have changed and it's noticeable.

If you are interesting in growing your leadership through workshop, assessments, coaching or peer mentor services, please contact info@russellmartin.com.

Further Reading:

[IT Leadership Alchemy](#) (2002) by Lou Russell and Jeff Feldman
[Leadership Training](#) (2003) by Lou Russell

A Loving Grandfather...

A woman in a supermarket is following a grandfather and his badly behaved 3 year-old grandson. It's obvious to her that he has his hands full with the child screaming for sweets in the sweet aisle, biscuits in the biscuit aisle; and for fruit, cereal and pop in the other aisles.

Meanwhile, Grandad is working his way around, saying in a controlled voice, "Easy, William, we won't be long, easy boy."

Another outburst, and she hears the granddad calmly say, "It's okay, William, just a couple more minutes and





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