

What's News

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MEN ARE IN TROUBLE

One of the advantages of talking to people in a lot of organizations is we can spot trends very early. The current trend is men who have had significant success in their lives running into setbacks in their career, job performance or even their marriages. Then overreacting to these setbacks in very negative ways. These setbacks might be a new boss that doesn't value them the way others have or shifts in what the organization deems important or a spouse with changing expectations.

We as men have learned some lessons about how to suppress emotion. We have historically interpreted suppression of emotions in men as "character" or "cool under fire." Ridiculous, I know, but I propose it is the reality..

At twenty-five the arrogance and ambition of youth allows the individual to blunder on. At forty-five we are not so resilient. We are further up in the organization and we have learned many can't be trusted. At this stage of their careers these setbacks feel like **failure**. We may have let communication lines atrophy at home while burning the midnight oil for the betterment of career and company. This is accentuated by the male trait of withdrawing from loved ones when upset.

Who pays for the suppression and withdrawal? I say the individual and the loved ones at home. Depression is anger turned inward. Depression in adult men looks like cynicism, moodiness, withdrawal, and exhaustion. It doesn't look like sitting around in our bathrobes until two in the afternoon. Many self medicate with alcohol or crammed schedules. The problems deepen, isolation accentuates, and relationships suffer even more.



The suppression of emotion has another insidious affect. Integration of successes requires going through a series of emotions. If you don't go through the emotions your self-esteem remains back where it was prior to the success. With out the development of self-esteem over the years, today's setbacks have a disproportionate affect.

Our reaction to this trend is a powerful new course, the **Advanced Men's Course**©. Participants will learn:

- How to lead out of purpose rather than current circumstance.
- How the way they were acknowledged growing up may still be haunting them today.
- How to build a support system for today's realities.
- How to keep setbacks in perspective and not overreact.
- How to manage their careers in more satisfying ways.
- How to have a deeper understanding about the historical patterns they have in regard to women and how to change the patterns that aren't working.

This course will be demanding and powerful. It will be held in a retreat setting in Vail this fall. If you or some one you care about should be at the workshop let us know.

2004 / 2005 Schedule Complete

The schedule has been updated and class additions have been completed. Check out the back page of this newsletter for the new Public Workshop Schedule.

Achieving Commitment

October 13-14, 2004

Clarifying your own commitment as well getting others to be committed so the work gets completed on schedule is the key to this workshop.

Leadership in an Empowered Organization

October 19-21, 2004

This workshop is about managing in a system in which your employees are empowered by you to do their jobs. You will learn how to manage in that type of organization and deal with all of the issues including transitioning from "control" management to true leadership.

Training for Change Agents and Change Agent Trainers

January 11-14, 2005

This course prepares and assists people in staying sane during a changing role in their company. You will find out how to maintain yourself and a support system so you can be successful during your role as well as stay sane through the process.



To register for any of the workshops described in this month's newsletter (or on our Public Workshop Schedule) you can call, e-mail or fax your request to us at the office.

Remember space is available on a first come first serve basis and workshops can fill up because space is limited. So contact us to register and reserve your space.

In-House Workshops

To bring any of our workshops to your location for your company, give us a call at the office. We'd love to talk with you about the benefits of doing a workshop at your company.

Discounts

-There are discounts available when more than one person from a company registers for a class at the same time.

-There is also a discount if you are registering yourself for two different workshops at the same time.

-“In house” workshop discounts are available for on time, up front payment of all fees.

Congratulations are In Order....

To Sandy Peterson on her new job as President and CEO of Premise Executive Services, Inc. Premise is a consulting company specializing in mergers & acquisitions, business strategy and operations support.

To Karen Jordan on her promotion to Plant Manager of the Pepsi Bottling Group , Nashville, Tennessee plant.

To Mary Cusack on the adoption of her daughter, Lily Alicia Ning Cusack.

To Amy Goff on her new P & G job in Cincinnati, Ohio. Amy will be moving from the Jackson, Tennessee plant.

To Rick Laabs on his promotion to CIO at Mutual Benefits Group

