

What's News

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What Me, CEO? No Thanks!

Well finally - the statistical back up for what we have been hearing from *you* for the last few years. "I don't want to go to the top." In the March 14, issue of BusinessWeek (in the UPFRONT section) they reported the number of executives who *don't* want to be CEO is 60% (as of 2004). This is up from only 27% just three years earlier. The big question is WHY?

Not enough salary?

Insufficient stock option?

No rich Corinthian leather in the Gulfstream?

I don't think so. The blurb in Newsweek was just a factoid so it didn't say. Our clients tell us, "I don't want to look like *that* in 5 years!" These comments haven't just been made about the top job. Vice President even Director jobs are hard to fill because of the impact of the job on your life. The hours, the pressure, the isolation is just too much. The way top executives treat each other is no prize either. The relationships in the boardroom are often far more competitive than cooperative. The survival skills learned (suppress emotions to reduce vulnerability, keep relationships superficial to minimize the opportunity for betrayals) ends up adding to the unattractive package. Many of the non-financial perks seem to disappear as you approach the top: feeling a part of a team, camaraderie, working with people you trust who have your best interests in mind.

Let us not forget Sarbanes Oxley. How many of us know of a practice, procedure, or event in the organizations of today that might force a little jail time in the cold light of "post Enron" corporate America. When you are CEO you don't have to have actually done something illegal, you just need to have known and not acted.

So what's the point? Well, there are several:

Is the way your life looks attractive to good candidates below you?

Will the most talented, most able in your organization strive to run the show? Or will the reins be left only to the wildly ambitious and the most willing to be, as the John Cusak character in *Gross Point Blank* said "morally flexible".

Do we have a moral obligation not just to do our jobs, but also to do them in a way that the best and the brightest will want to do them after us? I think we do. One of the best points of 'Good to Great' was that great companies have sustainability. Sustainability past any one individual. Sustainability requires a stream of talent. All that stuff about the generations, past the Boomers, wanting a life, is true.

So a few questions to ponder:

-Do you go home when you should? Or just when you're exhausted?

-Do you fight the moral battles? And do you teach those under you how to do it and survive?

-Are you proud of the current moral tone in your organization?

If not, what are you doing about it?

-Do you keep pushing, nudging, standing against the tide to have jobs be reasonable

(i.e. success and a life can co-exist) not just for your people but for the people **above** you.

We would like to know what you think about this. How do you see your organization's top jobs? Attractive or just scary. Where do you stand on the soul-searching questions above? And if you are in one of the top jobs what do you do to bring folks in behind you?

Give us your feedback.

The Van Vleet's Schedule for 2005

In case you want to see John and Sue in person, here is the current schedule through 2005

<i>Scottsdale, Arizona</i>	<i>April 11-14, 2005</i>	<i>Sue & John</i>
<i>Chicago and Racine</i>	<i>April 25 – 29</i>	<i>John</i>
<i>Vail – Edwards, Colorado</i>	<i>April 28 – May 5, 2005</i>	<i>Sue</i>
<i>Los Angeles, California</i>	<i>May 9 – 13, 2005</i>	<i>Sue & John</i>
<i>Kansas City</i>	<i>May 20 – 24, 2005</i>	<i>Sue & John</i>
<i>Caracas, Venezuela</i>	<i>June 23 – July 2, 2005</i>	<i>Sue & John</i>
<i>Vail, Colorado</i>	<i>September 12-16, 2005</i>	<i>John</i>
<i>Caracas, Venezuela</i>	<i>September 22 – 30, 2005</i>	<i>Sue & John</i>

Contact our office if you want to schedule time with Sue or John on any of the these trips.

2005 Courses

We have 14 Public Workshops scheduled for the rest of 2005

Check the schedule to register or refer someone to a workshop.

Some Movie Recommendations

Coach Carter is a wonderful movie about a great basketball coach who's job was not just to win games but also to make a difference in his culture.

In Good Company is a great movie about the chasm between generations at work and what life is really about.

Congratulations Are In Order.....

To Susan Eng on her new career as a Real Estate Agent with Windermere Real Estate in Kerkland, Washington

To Michael E. Hahne and his family on the adoption of their daughters, Trina Kristina, Tamara Mishell and Olya Faye in December of 2004. Michael works for Scottsdale Insurance Company.

To Hilary Beard on her new book; *Venus and Serena Serving From the Hip; 10 Rules for Living, Loving and Winning*. Hilary co-wrote the book with the Williams sisters. She will appear on the Oprah Winfrey show March 29th along with Venus and Serena to talk about girls and self-esteem. The book has also been reviewed in Essence magazine.

To Keith Maurer on his new job at SC Johnson. He is now the Director of Customer Service and Logistics for North American Product Supply.

To Marylena Meza on her promotion to Section Head in Procter & Gamble, Caracas Venezuela.

To Leon Kiel on his new job with the Kellogg Corporation. Leon will be working as a Team Sales Analyst.

PUBLIC WORKSHOP SCHEDULE

2005 Courses

PRODUCTIVE RELATIONSHIPS	April 5-7	Lonetree, CO	\$3,000
WOMEN MOVING FORWARD FOLLOW-UP	April 12	Scottsdale, AZ	\$ 500
WOMEN'S LEADERSHIP RETREAT	May 2-4	Vail, Colorado	\$4,200
ACHIEVING COMMITMENT	May 17-19	Lonetree, CO	\$3,000
WOMEN MOVING FORWARD	June 7-9	Lonetree, CO	\$3,000
TRAINING FOR CHANGE AGENTS	June 21-24	Lonetree, CO	\$4,500
PRODUCTIVE RELATIONSHIPS	August 9-11	Lonetree, CO	\$3,000
ADVANCED MEN'S COURSE	September 13-15	Beaver Creek, CO	\$4,200
MANAGING CORPORATE CHANGE	September 20-22	Lonetree, CO	\$3,000
WOMEN MOVING FORWARD	October 18-20	Lonetree, CO	\$3,000
PRODUCTIVE RELATIONSHIPS	Nov. 29, 30-Dec. 1	Lonetree, CO	\$3,000

***To register for any course, retreat, or conference,
contact our office.***

We also accept MasterCard & Visa

***There is a \$500 discount when two or more people attend the same
\$3,000+ workshop from The same company and location.
You must register together and attend together***

All prices are subject to change. No refunds are given.