



Tips FROM THE Top[®]

Business insights
from those at the top
for those at the top

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TAB MEMBERS IN FOCUS

Welcome New TAB Members!

Michael Moynihan, Grad Techs, LLC (www.gradtechs.com)

Grad Techs implements their proprietary, patented social networking technology solutions for organizations who recognize role-based, realtime communications' infrastructures give them the competitive advantage in today's knowledge worker environments.

Yolanda Sessoms-Jones, Star Treatment Day Spa & Boutique (www.startreatmentinc.com)

Star Treatment Day Spa & Boutique enhances the lives of time-starved individuals by offering a selection of high quality, indulgent, innovative spa services and beauty products.

Chuck Roberts, Ames Rubber Corp. (www.amesrubber.com)

Ames Rubber Corporation is a leading supplier to international, high-tech customers who require finished elastomeric coatings, moldings extrusions and other parts that meet high-quality standards.

MANAGEMENT

Published by The Alternative Board[®]



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Achieve Success with Peer Advice and Coaching



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QUICK TIPS

Your Strengths and Weaknesses—What Do Your Employees Think?

Knowing what your employees think is important. I was working on my strengths and weaknesses in the front wheel of Strategic Business Leadership®, and I decided to ask my employees what they believed my strengths and weaknesses were. In a staff meeting, I explained to them what I was doing and gave them a simple form to fill out asking for my strengths and weaknesses. They were asked to return their feedback, not to me, but to my facilitator. This gave employees the confidence that their responses would be anonymous. The good news—there weren't any surprises. All the feedback from the employees was consistent across the organization and in-line with what I believe to be my strengths and weaknesses.

Bob Coffin, Joyco Multimedia, Arvada, CO

MANAGEMENT

Distance Brings Perspective

I own two businesses. One is my passion, the other (call it my mundane business) is currently paying the bills. The future lies with my passion. My office had been in the mundane business, where I allowed myself to be constantly involved with the daily (aggravating) operational decisions, even though I had hired and trained an operations manager. I recently decided to move my office to my home. Now, I can focus on the big picture during my office time, and I spend only about an hour a day at the mundane business. That hour is very productive, because I show up prepared to deal with my view of the priorities for that day. I hold my employees accountable for measurable results, and only step in if they are falling behind.

Bob Hasson, Mr. Mulch Delaware, Middletown, DE

MANAGEMENT

Deflect Upward Delegation

One of the more difficult obstacles to managing your time is curbing people's tendency to drop things on your desk. Rather than doing the task themselves and spending the time to think the issue through, they pass it on to you. Resist the urge to always be the "go to" person. Discern what tasks you really should be taking on and do not accept the rest. Pushing back demonstrates that you have confidence in their ability to make a decision and teaches them to take the initiative. A good way to deflect upward delegation by your team is to make sure anyone who comes to you with a problem also has a couple of possible solutions, including one which they recommend!

Robert Vitullo, Vitullo & Associates, Warren, MI

Family Morale

Last year was a very busy year for us—from the start. Most employees were overworked and showing signs of fatigue. We decided to give July 3rd as a paid holiday, in addition to July 4th, creating a four-day weekend. We also issued a debit card to each employee for a value between \$100 and \$250 to encourage family outings. The result was much needed rest and a huge morale boost.

Quentin Baker

*Baker Engineering and Risk Construction
San Antonio, TX*

For Once, Don't Sell

For an entrepreneur, interviewing an employee candidate can be a difficult task. Our tendency is to "sell" the company to them, leaving little time to really investigate what the applicant brings to the table. Take a few minutes before the interview to prepare yourself to listen.

Randy Smith

*Forum Systems Group
San Antonio, TX*

Now Available:



Click on the book cover at left to order your copy of the #1 business book best seller* the **7 Secrets of Great Entrepreneurial**

Masters by Allen E. Fishman, Founder and CEO of The Alternative Board®.

*800 CEO Read, Aug. 1st, 2006.

SECURITY

Improve Your Security

Recently one of the businesses in our area was robbed, despite having the usual alarm systems and services in place. Apparently, the thieves first cut the phone lines so that the alarm systems would not be able to notify the security company. As a consequence, I have now installed a back-up cell phone notification that will prevent this type of crime. The solution was not very expensive, so I suggest that every business with an alarm service look into a cell phone back-up.

Ron Arvine, Arvine Pipe and Supply Co., Oklahoma City, OK

REVENUE

Earn Extra Revenue with a Damage Waiver

If you rent out any type of equipment, consider offering the customer a damage waiver as a way to earn additional revenue.

Ed Dwyer, C & T Rentals & Sales LTD., Winnipeg, MB

MOTIVATION

Employee Reviews

Schedule employee reviews at the beginning of the year—not at the end. This creates a focus on achieving goals and moving forward with opportunities for change and improvement.

Phil Del Giudice, Aztec Industries, Inc., Ronkonkoma, NY

A WORD FROM THE TOP

Are You Ready to Make a Difference in Your Business?

As a Business Owner, imagine if you had your own Board of Directors – like the big companies do – that provided you with direct access to outside experience, objective advice and on-going peer support to assist you in making better day-to-day and long term decisions required to continually move your company forward!

Please join us at a special invitation only luncheon, meet other local business executives and hear how over **3,000 business owners, Presidents and CEOs** are currently achieving their personal and business vision through a confidential “think-tank” board-of-directors type environment.

The 90 minute Executive Meeting will feature a workshop on Best Practices for Businesses Owners. You will be with other **business executives of small to mid-sized companies** and experience first hand the benefits and actually

CALENDAR OF EVENTS

Business to Business Board

Tuesday, May 15, 2007

Business to Consumer Board

Wednesday, May 16, 2007

Pocono Mountain Entrepreneurs Board

Monday, May 21, 2007

Jersey Gators Golf Outing

Friday, May 18, 2007

[For More Information](#)

New!

Maximizing Teams Workshop

“This is a vital tool in the workplace. I highly recommend this workshop to anyone interested in optimizing their performance in the workplace, the performance of their employees, or just anyone looking to better themselves.”

—Michele Lucci & Ted Brennan T. M. Brennan Contractors, Inc.

[For More Information](#)

experience first hand the benefits of having your own board. The \$19.95 fee includes lunch and all workshop materials. Advanced registration is required. Be one of the first 10 to register and the fee will be waived!

The Executive Workshop dates and times are listed below:

REGISTER NOW

Tuesday May 22nd, 2007

12:00 PM - 1:30 PM (lunch)

Centenary College

Hackettstown, NJ

REGISTER NOW

Wednesday, May 23rd, 2007

12:00 PM - 1:30 PM (lunch)

Noble Bank

Sparta, NJ

REGISTER NOW

Thursday, May 24, 2007

12:00 PM - 1:30 PM (lunch)

East Stroudsburg University

East Stroudsburg, PA

The Alternative Board® brings business owners, CEOs and presidents of non-competing businesses together in boards, where members can present challenges and opportunities to the board for seasoned, practical advice from other owners who understand one another's perspective and contribute meaningful solutions. The boards consist of up to 10 members, meeting monthly under the guidance of a TAB-Certified Facilitator. Over 300 TAB Boards are operating each month across the United States, Canada and South America. Since its inception, thousands of businesses have benefited from membership in The Alternative Board®. For more information on The Alternative Board®, visit www.TABBoards.com



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