

# RAJ REVIEW

**Ideas**

**Insights**

**News**

**Monthly Briefing for the Business Professional**

## A Message From RAJ

We hope you are all enjoying the great summer weather, getting plenty of outdoor exercise, and just chillin' with friends. We're very excited here at RAJ Associates about our latest venture – Thinking Space for Business Leaders – a new ongoing program for quality networking and learning. In a nutshell, we are bringing you a new and powerful opportunity to do two things that set business leaders apart from others: (1) learn new insights about how applied psychology can be pragmatically leveraged for



superior performance and (2) simultaneously network with other leaders who can be great collaborators, connectors, even potential partners or customers. Our first session covers Eliciting and Interpreting Behavior, a foundation-building look at how to spot key factors that help leaders identify, recruit, hire, and develop the best talent and improve their organizations' performance. It will be held on August 14, 2008 from 7:30 a.m. – 10:00 a.m. at the Mid-America Club in Chicago and includes a continental breakfast. For more informa-



## July 2008 Edition

### Reader Highlights

**OUR LATEST VENTURE:**

Thinking Space for Business Leaders

**FEATURED ARTICLE:**

Managing Your Energy, Not Your Time

**TIP OF THE MONTH:**

Lead by Example to Demonstrate Commitment to Diversity

**FOOD FOR THOUGHT:**

A Word About Change

tion, or to register, please give us a call at (312) 943-0479. At only \$65/non-member, it's a learning experience you can't pass up!

## Featured Article

### Managing Your Energy, Not Your Time

An Interactive Seminar  
from RAJ Associates

Whether in the middle of a career transition, a harried manager, or young professional, using your time wisely can put you on the smoothest path to achieving the highest possible level of professional development. Because time is finite, RAJ's concise seminars (2 hours for groups; 1 hour for individuals) focus on maximizing the amount, quality, and focus of people's energy and how they



can align their actions and inner core values to gain a sense of meaning and purpose throughout their lives. In our hard-driving society, people tend to push themselves to their breaking point

and we all know that in doing so they risk burnout, stress related illnesses, and a tendency to make "stupid mistakes". We believe that organizations need to shift their emphasis from getting more out of employees to investing more in them because doing so will allow them to be more productive in the long run.

Our interactive seminar includes tips on:

- Increasing energy
- Linking capacity and performance
- Embracing healthier lifestyles
- Controlling emotions
- Managing downtime
- Linking spiritual and practical needs
- Challenging organizations and people to promote more effective behaviors
- Creating action plans

Feedback from these seminars has been 100% positive and many organizations have invited us to return for additional groups.

For more on this and other valuable sessions, give us a call. We guarantee results!



### Books of the Month

*Rain Making: The Professional's Guide to Attracting New Clients*, by Ford Harding

*Get There Early: Sensing the Future to Compete in the Present*, Bob Johansen

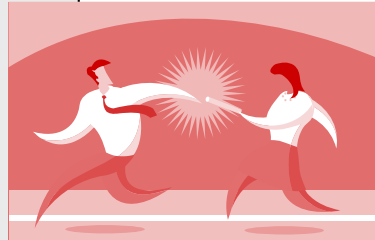


## Food for Thought

### **A Word About Change,**

from *Talent IQ*, Emmett C. Murphy

It was a classic confrontation. On one side: a veteran marketing manager who had helped the company succeed but whose performance had fallen off. On the other side: the energetic, ambitious son of the owner, who was being groomed for the head job and who saw the veteran as an obstacle to the company's growth. At stake: not only marketing success but also the morale of the many employees who respected and cared for the veteran. How should the company manage this confrontation to obtain good results without too high a price? The answer was deceptively simple: The situation required a conversation rather than an overt confrontation.



The heir apparent met with the veteran, not to detail her shortcomings, but to review her long and distinguished career. They started with her earliest work history and progressed to the present. The idea was to provide both her and her young boss with a perspective on her achievements and potential. As the conversation progressed, the young boss saw clearly how much the veteran had contributed and still cared about the company's success. A summary firing obviously wouldn't do. For the veteran, the leisurely review of her career made her proud of her accomplishments and more willing to face the fact that she simply hadn't the energy to maintain the pace she'd kept for years. Thus when the veteran was asked how she felt about her current work – instead of being *told* it is not satisfactory, she was completely upfront with the heir apparent. She suggested stepping down to a less demanding job where she could continue contributing within her current capabilities. It was a successful solution: sad but proud for the veteran, satisfactory but humbling for the young boss, and a sign to the employees that their future leader was learning to listen.

### **Inspirational Thoughts**

I remind myself every morning: Nothing I say this day will teach me anything. So, if I'm going to learn, I must do it by listening.

**Larry King**

Patience is never more important than when you are at the edge of losing it.

**O.A. Battista**

## On the Humorous Side

Traveling down the interstate and needing to use the restroom, I stop at a rest area and head to the restroom. I was barely sitting down when I heard a voice from the other stall saying, "Hi, how are you?" I'm not the type to start a conversation in the restroom and I don't know what got into me, but I answered, somewhat embarrassed, "Doin' just fine!"

And the other person says, "So what are you up to?" What kind of question is that? At that point, I'm thinking this is too bizarre so I say, "Uhhh, I'm like you, just traveling!"

At this point I am just trying to get out as fast as I can when I hear another question, "Can I come over?" Ok, this question is just too weird for me but I figured I could just be polite and end the conversation. I tell them, "No, I'm a little busy right now!" Then I hear the person say nervously..."Listen, I'll have to call you back. There's an idiot in the other stall who keeps answering all my questions!" Cell phones, don't you just love them???

anon

## Tip of the Month

### **Lead By Example to Demonstrate Commitment to Diversity,**

from The Motivational Manager

What's the best way to show your staff you're serious about diversity? Take a training course. In a recent survey of *Fortune* 500 CEOs, 100 percent of those polled cited the need for training to further diversity goals, and 90 percent of Diversity Inc.'s top 50 companies for diversity have mandatory diversity training for managers. But you don't have to wait for your organization to provide the necessary training. Pursue your own educational opportunities to improve your effectiveness as a manager of diverse workers and to demonstrate your commitment to creating an inclusive work environment.



(Did you know that RAJ Associates offers an excellent one day diversity training workshop? Please contact us for more information.)

## GET IN TOUCH

We love feedback. Let us hear from you about what's most useful in our newsletters, how we can make it better, and topics you'd us to tackle for you.

Call us to discuss your needs, explore how we can help, and learn more about our services.

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