

## Just in case it matters to you:

- “WHEN EMPLOYEES FEEL UNDERPAID, it’s usually because their bosses...underestimate the power of cash to deliver results. When you pay the right way, you don’t just get your stars to stay – you build a team that trusts you and wants to win for you... Money makes a resounding statement about the ‘payback’ that comes with superior results.” Compensation systems which do not relate to measured performance – e.g. when similar raises or bonuses are ‘sprinkled’ to everyone – invariably lead to loss of motivation and top people. The philosophy that a ‘shared’ approach to payroll promotes teamwork is bogus. “Some bosses even use that argument to defend across-the-board pay cuts during slowdowns. But, with few exceptions, such ‘shared sacrifice’ is evidence of a manager too weak to make the hard calls.” Performance appraisals should let your employees know exactly where they stand and translate to corresponding pay, irrespective of it’s impact on the lesser performers. DCG can help you evaluate the effectiveness of your present compensation strategy. [BUSINESSWEEK – Feb 11, 08]
- MORE SPOUSES ARE CHOOSING TO BECOME PARTNERS IN BUSINESS as economic conditions worsen, despite the age-old principle about maintaining boundaries between work and life to protect healthy relationships. “For many, the notion of working with a spouse sounds, at best, dangerous and, at worst, like a direct path to marital collapse. But a growing number of American couples have become enamored of the idea.” Strategies to at least minimize the stress include physical separation of workspace, defining distinct responsibilities which don’t overlap, ensuring that “the workday ends the minute dinner is served, and... the unbreakable rule: ‘weekends are sacred.’” [THE WEEK – Feb 1, 08]
- ONE PARTICULARLY PESSIMISTIC VIEW OF THE ECONOMY is that we are headed towards “a credit crisis so severe that it threatens the working of the economy. And so deep that it may take as long as two years to unwind – even assuming the top policymakers understand how the new world works. The problem is so complex that nobody can give the right answers before knowing the right questions and gathering the right information. This is a much tougher task than Congress applying band-aids of tax and investment relief. The financial community itself is bewildered, unsure of its risks and liabilities and taken by surprise almost daily... Many companies, especially small and midsize, will now find it much harder to get the money they need to fuel their businesses as banks seek higher rates and more collateral. This freeze will not be corrected until the bad debts and losses work themselves through the financial system... Quite simply, this financial crisis is the worst since the panic that led to the Great Depression. As a result, the recession may well be deeper and/or longer than any since the end of WWII. No one knows where the bottom is. That is why the level of confidence in both consumers and producers has declined – and must be restored if the financial fiasco is not to turn into a crisis for the broader economy.” [US NEWS & WORLD REP’T – Feb 11, 08]
- “WRITTEN COMMUNICATION IS THE MOST IMPORTANT COMPETENCY” for professionals and executives, yet some 60% of all business correspondence contains grammatical or spelling errors, according to a recent survey by Ass’n of Legal Administrators. It’s not just about grammar and typos – “if a message *can* be misunderstood, it *will* be misunderstood.” To minimize your risk: read, re-read, and then read aloud (quietly to yourself) before sending. [LEGAL MANAGEMENT – Jan/Feb 08]
- CELL PHONE USE BEFORE BED MAY INCREASE INSOMNIA AND HEADACHES. According to Swedish research reported by BBC news, people exposed to “mobile-phone grade radiation just before bed... had more trouble reaching a state of deep sleep, and couldn’t maintain sound sleep for as long... strongly suggesting that mobile phone use is associated with specific changes in areas of the brain responsible for activating and coordinating the stress system.” [THE WEEK – Feb 8, 08]
- AT LEAST, FOR THOSE INSOMNIACS AND OTHERS WHO LIKE GETTING BAD NEWS IN REAL-TIME: The ‘Global Incident Map’ is an on-line depiction of dangerous incidents occurring all over the world, updated every five minutes, with details at your ready click. <http://www.globalincidentmap.com/home.php>
- THOUGHTS FOR THE WEEK: **“Some cause happiness wherever they go – others, whenever they go.”** - Oscar Wilde

**“Marriage is a relationship in which one person is always right, and the other is usually the husband.”**

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