



Just in case it matters to you:

- SINCE EMPLOYEES GENERALLY SLACK OFF OR QUIT BECAUSE OF THE PEOPLE THEY WORK FOR (rather than the 'company' as such), supervisors and managers without social skills adversely impact employee morale and retention. "We've all worked with the highly educated or technically proficient person who is clueless about his/her abrasive manner, poor listening skills and complete lack of empathy... Co-workers tiptoe past that person like he/she is a sleeping pit bull, tolerating barks and bites for only so long, jumping the fence at the first opportunity." Such lacking social skills are referred to as low 'emotional intelligence' (EQ) – "inability to recognize and manage one's emotions, as well as see and care about the impact one's actions and behaviors have on others." EQ can be improved with training and coaching in areas of self-awareness, self control and empathy, as long as owners/ Management are willing to confront their problem people. [LEGAL MANAGEMENT – Mar 09]
- AS BUSINESS STRATEGY GOES, "THERE IS NO MORE 'NORMAL'... At a time when Managers have already shored up cash, downsized risk, and found ways to cut costs while enhancing execution, the smart ones are looking to position themselves for the future... Smart leaders recognize that they can use this crisis as a catalyst to spark new ways of thinking and doing business... – developing strategies for driving growth, methods for managing talent, and ideas for improving relationships with customers and suppliers... As the old methods fall short, executives need to bring a wider array of skills and backgrounds to the table... The future is about collaboration and teamwork and making decisions with a replicable process that offers scale, speed and flexibility." Your optimal strategic planning team will include DCG; we have the skills, the time, the desire and the financial capacity to help you ride out this storm. Don't plan to fail by failing to plan. [BUSINESSWEEK – Mar 23 & 30, 09]
- "THE NEXT PHASE OF THE WORLD'S ECONOMIC DOWNTURN IS TAKING SHAPE: A GLOBAL JOBS CRISIS. The severity, breadth and likely length of the recession, together with changes in the structure of labor markets in both rich and emerging economies, suggest the world is about to undergo its biggest increase in unemployment for decades... And several features of this recession look especially harmful. The credit crunch has exacerbated the impact of falling demand, pressing cash-strapped firms to cut costs more quickly. The asset bust and unwinding of debt that lie behind the recession mean that eventual recovery is likely to be too weak to create jobs rapidly. And when demand does revive, the composition of jobs will change. In a post-bubble world indebted consumers will save more and surplus economies will have to rely more on domestic spending. The booming industries of recent years, from construction to finance, will not bounce back. Millions of people will need to find wholly different lines of work." [THE ECONOMIST – Mar 14, 09]
- CALIFORNIA NOW "LEADS THE NATION IN OUTFLOW OF RESIDENTS TO OTHER STATES." In less than five years, some 1.5 million predominately "educated, productive, upper-middle-class families" have relocated to states like Washington and Texas which have no personal income tax, or Oregon which has no sales tax. "At the same time, California has added 2.4 million people, mostly newborns and immigrants, legal and illegal, who pay little or no taxes." Some surprise that the state is on the verge of bankruptcy. With home prices down 50% in many areas but still requiring 'jumbo' mortgage loans at rates around 1.5% higher, a 9.3% income tax kicking in at \$47K plus a 1% surcharge on income above \$1M (now America's highest state tax rate), the picture is not pretty. "When inflation restarts (likely five minutes after the economic recovery begins, as happened in the 1970s), purchasing power will push downward, even for so-called 'rich' families" – \$200,000 according to President Obama, irrespective of where the family lives. Fun times coming. [FORBES – Mar 30, 09]
- "THE DIFFERENCE BETWEEN THE GREAT AND THE MEDIOCRE is that the great are willing to do what the mediocre won't. The world is filled with talented people in every walk of life who will never fulfill their destiny because of a lack of consistency and/or focus. It really doesn't matter whether we are speaking of sales agents, moms and dads, managers, teachers, students of factory employees. Rising above the crowd (for those desirous) generally entails doing the little things that make huge differences." [BARRYEISEN.COM NWSLTR – Mar 09]
- THOUGHT FOR THE WEEK:
"The only function of economic forecasting is to make astrology look respectable." –John Kenneth Galbraith