



Just in case it matters to you:

CLIENT / CONTACT BULLETIN 10-44

- IN THE NEXT 20 YEARS, THE POPULATION OF AMERICANS OVER AGE 85 IS EXPECTED TO DOUBLE, from 35M to 70M. As Baby Boomers “struggle to balance full-time employment with the emotional and financial demands of caring for aging parents,” employers are beginning to adopt ‘eldercare-friendly’ policies and practices including: Dependent Care Plans for pre-tax payroll deductions, flexible work and telecommuting programs, modified work weeks, and Leave Sharing Plans. “Addressing these issues is a business imperative...since forcing employees to choose between caring for a loved one and devoting themselves to work” impacts productivity, profitability, and loyalty. DCG can help develop strategic and practical programs for your company. [GENERATIONAL INTERCHANGES – Sep 28, 10]
- SLEEP TO LOSE WEIGHT!! A new research study at University of Chicago reports that “people on a diet lost half as much fat if they were getting only five hours sleep a night as dieters who got 7-1/2 hours.” While each group lost the same total pounds, those who slept longer *lost double the amount of fat* – versus loss of water and muscle mass. “Blood tests revealed that lack of sleep elevates levels of ghrelin, a hormone that controls hunger.” [THE WEEK – Oct 22, 10]
- FOR GROWING CLOSELY-HELD COMPANIES, ‘BOARD’ INVOLVEMENT BECOMES A CRITICAL DIMENSION OF GROWTH AND STABILITY as the value of competent and independent perspective impacts strategy, structure, executive development & retention, risk management, and other important areas. Irrespective of whether members are voting Directors or Advisory, “creating business value is increasingly the job of a human social system in which no one holds *individual* formal power. That’s very different from the hierarchy of corporate management, and a Board’s culture – its unspoken norms of behavior – is more critical than ever.” DCG has nationally recognized expertise in this area (www.BoardroomPerformanceGroup.com) providing effective, cost-efficient support. [FORTUNE – Oct 18, 2010]
- THE ECONOMIC PICTURE LOOKS INCREASINGLY FUZZY as the U.S. economic condition, compared to “early stages of Japan’s lost decade, looks worse – a deeper slump, more unemployment, and overall weaker policy response.” 18 years after Japan’s banking crisis evolved from relatively similar financial circumstances – it is “still a depressed, fragile economy,” and some economists now suggest that America’s “could remain subdued for several more years, with a possibility that growth will stall out altogether, sending the economy back into recession.” Recovery is historically dependent on exports to other countries, but 2009 was the first time since the Depression that *entire world* output declined. Moreover, “China and others are actually *depressing* their currencies to gain or maintain an oversized share of the stunted global demand... In such a ‘currency war’ it is a mathematical impossibility for all countries to grow by keeping exports high and imports low, and there isn’t another planet to export to.” From DCG perspective, true ‘recovery’ cannot and will not commence unless/until people develop some sense of confidence in the stability of our business environment – versus the risk of random financial pitfall stemming from absence of political leadership and the relentless increase in taxation and fees required to conduct business. [BLOOMBERG BUSINESSWEEK – Oct 18, 10]
- MANDARIN IS SPOKEN BY SOME 850 MILLION PEOPLE – two-and-a-half times the number who speak English. Online, however, English is the most popular language, with 70% of all internet home pages. Why? Learning English is mandatory in most developed countries, starting 3rd grade in China (versus fewer than 4% of American schools which even offer Chinese). Language development and processing “starts in the womb and seems to ripen between birth and age 3... Three to five-day-olds born into French-speaking families tend to cry with the rising intonation characteristic of French; babies with German-speaking parents cry with falling tones, much like spoken German.” Nearly 2,300 native languages are close to extinction with some “200 tongues now having fewer than ten surviving speakers.” But that leaves another 4,500 languages spoken globally, with English still the world’s favorite. [DISCOVER – Nov 10]
- THOUGHTS FOR THE WEEK: ***“Impossible is a word only to be found in the dictionary of fools.”*** -Napoleon Bonaparte

On those ‘blue’ days, when you may feel that life’s burdens are disproportionately falling on you, and could use a reminder that things could always be lots worse, check out this creative site: <http://www.thebluesmaker.com/>

“All this talk about equality. The only thing people really have in common is that they are all going to die.” – Bob Dylan