

**NEWS LETTER**

**Workforce Performance Group**

**SIX STEPS TO DEVELOP A POSITIVE ATTITUDE**



Charles Swindoll, says that life is 10% what happens to you and 90% how you react to it.

We all have days when we ask ourselves, "Why me?" That's the day to remember that life is full of challenges and mistakes happen. Instead of indulging in self-pity, that is the moment to move on by asking, "What can I learn from this experience?" It's not easy when life bombards us with negative experiences and messages. To keep ourselves in a positive, problem-solving frame of mind here are six actions that will strengthen your positive approach.

**Each and Every Day**

1. Write personal affirmations on a 3x5 card. Carry them in your pocket and review the list six times each day.
2. Read positive and inspirational literature every day.
3. Integrate a daily program of physical exercise each day.
4. Develop goals for your life and complete at least one action step every day.
5. Spend time with positive people
6. Keep yourself on the move – action counteracts depression and negativity.

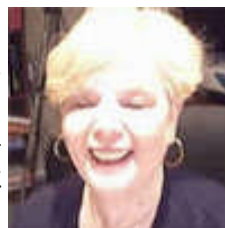
**TRUST AND TEAM ARE CRITICAL TOGETHER**

*Like the griffin team work is illusive yet it is possible and simple. A cohesive team with average players can outperform more talented players who don't function as a team.*



**See Page 2 for upcoming events**

Building a cohesive team is the number one priority of an effective leader. Yet powerful teamwork is about as elusive as the griffin. Developing a powerful team is possible and actually simple to achieve. The tough part is that teams are made up of human beings and we human beings are imperfect. Organizations that work as a team will always have the sustainable advantage over competitive entities.



is the foundation for all successful teams. Once trust is developed, teams can have healthy conflict and debate around critical organizational issues.

To build trust, it is important to recognize that team members are all different. Those differences add to a team's capacity to problem solve.

When teams allow for different views to be exposed, debated and integrated, creative solutions to difficult issues are found.

Pat Lencioni, in his management books, describes five steps to building a strong team. To create a cohesive team the first and most critical step is trust. Trust, he tells us, is the foundation for all successful teams. Once trust is developed, teams can have healthy conflict and debate around critical organizational issues. To build trust, it is important to recognize that team members are all different. Those differences add to a team's capacity to problem solve. When teams allow for different views to be exposed, debated and integrated, creative solutions to difficult issues are found. Finally effective communication skills are critical to the success of teams as is using the principles of successful meeting management.

## Sick of Turnover, Unmotivated Staff, Procedures not Being Followed?

*95% of workshop participation reported positive outcomes resulting from their involvement in the sessions*

As of this newsletter, over 60 supervisors of programs for children and adults with disabilities are participating in leadership development seminars provided by the Workforce Performance Group.

The ten organizations sponsoring their involvement are committed to the growth of their staff.

Leadership Development workshops are provided over a period of two to four months with follow-up sessions to assure that the new skills are integrated. The program will have a long-range impact on your organization's effectiveness.

Nine-five percent of the workshop participants reported positive outcomes.

If you are looking for a way to improve and develop the leadership capacity of your organization, call us at 877-872-6195. We will customize a an onsite program to fit your situation and your budget.

877-872-6195

**WORKFORCE PERFORMANCE GROUP**

Solutions for Human Services

## Workforce Performance Group Sponsors Teleconference

On March 8, Workforce Performance Group presented Professor Regis Lazor in a one-hour live discussion, "Taking Important Steps to Solving Challenging Behaviors." Ten organizations participated. Teleconference learning has many advantage. It saves time; you can participate from any

phone, there is no travel required and its inexpensive. Multiple staff can participate with one low registration fee.

To order a CD of Professor Lazor's presentation call toll-free 877-872-6195. The cost is \$10 including postage & handling. Major credit cards are accepted.

### Quote for the Month

"It's not the mountain we conquer, but ourselves."

Sir Edmund Hilary

**Make it a great Spring!**

**Larry Wenger  
Annie Lachs  
Tracy Quigley**

### Upcoming Workforce Performance Group Events

**March 25-27** Pennsylvania Council for Children, Youth and Family Services Conference Harrisburg

**April 20** Workshop presentation New Jersey Alliance for Children, Youth and Families "Igniting Exceptional Staff Performance" Call 609-586-0902 to register

**April - May** Four workshops on setting goals and achieving goals. Sponsored by

the New Jersey Association of Community Providers.

Call 609-406-1400 to register

**May: Teleconference on Behavior Management**

**June: Team Building Workshop**

**Watch for more information on these two events or call**

**877-872-6195**