

# NEWSLETTER

## Workforce Performance Group

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Visit the new site and sign for special articles, flash announcements, and newsletters. View testimonials from people who have attended our seminars and programs. Catch up on upcoming events. Soon you will be able to visit the store to purchase low cost books and CDS selected to help your organization grow stronger. Register on-line for workshops and other events with secure credit card transactions. Give us your feedback and ideas.



### IF YOUR BOSS DOESN'T KNOW YOU'RE ALIVE! WHAT DO YOU DO?

Generally when we think of leadership, we think of the people who report to us. But you can also exercise leadership with those who are above you in the organization? *John Maxwell*, author of *The 360° Degree Leader*, tells us that 99% of all organizational leadership flows from the middle, to the top of the organization, to the side (other middle managers) and of course to the staff at the bottom of the table of organization. Leading up and out is a special skill that can lead you to promotion to a higher level. Cont'd P2

## Hello! It's WorkForce Performance Group Calling

June 5, 2007

11:45am to 12:45 pm

**Guiding children with challenging behaviors!**  
A Special teleconference for Early Childhood Educators

June 7, 2007

10—11 am



**Stop Medication Errors**

Dial up and hear what all the fuss is about! Now you can purchase an hour of top-flight training for six or more of your staff for less than \$4.50 each. On June 5, we are hosting Professor Regis Lazor, from the California University of Pennsylvania in a special teleconference on managing the behavior of challenging children in child care centers. The phone call begins at 12:45 pm.

Participate in either the teleconference for \$25 each. Invite as many staff as you want for one single presentation on managing the behavior of challenging children a CD of the teleconference for \$8. An additional \$8 buys a CD of the teleconference for \$16. The phone review and for those who were not able to participate in the telephone call..

Later that week, on June 7th at 10 am, Stop Medication Errors is the subject on our teleconference line. Dr. Robert Schram, with 30 years experience in child care centers. Easy registration by calling our toll-free number, 877-872-6195. All major credit cards accepted.

*Leadership is the art of getting other people to do what you want them to do because they want to do it that way"*

Dwight Eisenhower

### TIPS FOR BECOMING A 360 DEGREE LEADER

Here are 10 tips from John Maxwell 360° Leader for the manager in the middle, who wants to be a better leader to his boss:

1. Be a leader to yourself ...first
2. Help your leader with his/her work
3. Lighten their load
4. Be willing to do what others won't
5. Do more than manage...lead
6. Develop relationships with your leaders
7. Come prepared every time you take your leaders time
8. Know when to push and when to back off
9. Become a go-to player

10 . Be better tomorrow than you are today.

Finally, wherever you are in an organization, lead; if you want to earn double what you earn today, act like you already do earn double and before long you will.



*Make May a Fantastic Month*

Larry  
Annie  
Tracy

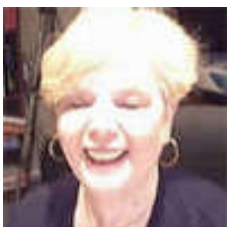
### PROGRAM MANAGERS ATTEND LEADERSHIP DEVELOPMENT

Over the Spring, 75 program managers have been participating in the Workforce Performance Group leadership development program. Through this process, participants identified leadership skills that they can develop to become consistently effective. The first two classes to

"graduate" were from Home Helpers of Drexel Hill, Pennsylvania and Community Action for Independent Living in Springfield, New Jersey.



**Congratulations!**



**As a 360° Leader, You Face Many Challenges**

Did you know that the things that frustrate you also frustrate nearly every other middle leader?

Taken from the book The 360° Leader. Copyright © 2005 by John C. Maxwell.