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Stepping Up to the Challenge

July, 2009

Through Eagles Eyes
VISION BEYOND SIGHT

Dear Diane,

We were in conversation last week with a businessman and the topic turned to an attitude of *Team Spirit*. What came to our minds were thoughts such as Michael Jordan, Scottie Pippen, Dennis Rodman, Phil Jackson and the rest of the Chicago Bulls, working together to ***excel.*** Also an Amish Barn Raising where everyone brings their specific talents to the job creating the synergy to raise a masterpiece of a barn in one day! What do you think of when you hear the phrase ***Team Spirit***? We'd like to hear from you.

Tom & Diane

Consulting Partner

Wally Pollock

Wally Pollock has worked in the field of Human Resources for over 35 years resulting in extensive experience in Human Resource Management and in building strong employer/client relationships.

With a strong acumen and background in staffing/recruitment, compensation, performance management and legal compliance, Wally is

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"Being like everyone else" is ingrained in our social behavior from thousands of years ago. Stanley and Livingston wrote how important it was to match the behaviors of the native tribes in Africa, and how ignoring that imperative was to risk death. Obviously, being alike perpetuates societal safety and harmony.

While there may be comfort in matching the social behaviors within homogeneous groups, this behavior certainly doesn't promote innovation or progressive thinking. And if there was ever a time to maximize innovation and progress, that time is now.

Business and financial history is a subject of interest to us having spent 30+ years in the field. The great successes and failures always hold valuable messages or lessons.

Recently, Dr. Morton Marcus, former I.U. Economist and Consultant, wrote several articles in the South Bend Tribune Business Weekly about Indiana business. He highlighted the fact that as a state, Indiana's per capita income had fallen over the last 35 years from slightly above the national average to the bottom 1/3. Never shy about his opinions, Dr. Marcus strongly suggested this rather dismal performance was the result of poor business leadership in the state.

Perhaps Dr. Markus is correct, since published data suggests Indiana's economic performance in this slowdown keeps us in the bottom 1/3 of all states. The current economic slowdown clearly was exacerbated, if not primarily created, by extreme self-interest and avarice among business leaders across the nation. If only we could blame it on ignorance. We

proficient in aligning HR functions with strategic business goals and in building proactive partnerships both internally and externally.

As a consulting partner with Through Eagles Eyes, Wally can help you create systems that enhance communication, productivity and the overall health of your company.

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can't.

Why is this? Are we still unenlightened as a business community, at state and national levels?

Great business leaders, including Dr. Stephen Covey, Dr. Ken Blanchard, Jim Collins, Warren Buffet and others are all very open about sharing their successes. These steps are not secrets or difficult to replicate. Whenever their practices are implemented with full commitment, exceptional success follows.

Isn't a most sought-after goal for those who consider themselves "Leaders" to actually LEAD a highly successful business, with top notch employees and high customer satisfaction, providing exceptional returns to all stakeholders and being widely admired among their peers?

Turns out, the answer is, "Not so much."

In this turmoil there is good news. Since it is clear that very few business people really want to be great, that means there is plenty of room for YOU right at the very top. The truly great leaders all emphatically state that Being Great is a Choice!!!

So you can be among the few who choose to be absolutely great in every aspect of your business. And in that excellence you'll help every employee, customer, vendor and other owners to be great as well. And this will result clearly in productivity gains and increased profitability as well. In fact, bottom line profitability growth of 4 to 15 times that of the average is achievable.

The most credible business economists and advisors suggest, as a nation, our financial recovery will be slow and painful. Income growth and spending might be restrained for many years. Even if this is true, history suggests that new, creative, intelligent and integrous businesses and their leaders will build national and personal wealth at an astonishing pace, contrary to all predictions. The people responsible for our current mess will be swept into the dust bin of time. Which group will you join? It is a choice, after all.

Join the companies and leaders taking us into a new paradigm. The team at Through Eagles Eyes are committed to our clients leading the way.

Engaged Employees Lead to Successful Companies!

Success Story

"Tom's introduction was terrific. Living an easier, happier, less stressful life. GREAT benefit statement! Who wouldn't want that?" **M.D.**

This coaching client, highly successful in the financial

services business for over a quarter of a century became conflicted about his future direction in life and business. Through coaching he explored a long list of hopes and dreams, examining them from all sides and comparing them one against another for over two years. He was working way too hard for the income he kept (which was substantial) and explored many alternative ways to be more productive AND more satisfied.

In the end, he may have been surprised at his final choices, but most important in his life, at that moment in time he was completely congruent in his beliefs, his thoughts, his words and his actions. As a result, in just 6 months he increased his income by 50%, and the following year increased it again by 50%. He was recognized by his company in their annual report as the highest example of productivity, integrity, while family oriented and community centered.

As this client nears another turning point, he also knows exactly how to approach his choices to make changes more effective and relatively effortless. Being congruent is key.

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