



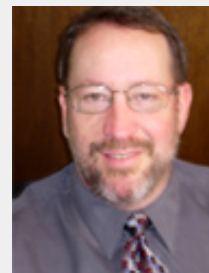
Tips FROM THE Top[®]

Business insights from those at the top for those at the top

Published by The Alternative Board[®]



THE ALTERNATIVE BOARD[®]
Achieve Success with Peer Advice and Coaching



Bob Zelnick
Facilitator
President,
Ashford
Consulting
Group

Arthur Amdurer
Facilitator

Phone: 973.625.3375
Fax: 973.625.3252
info@TABNJ.com
www.TABNJ.com

INSIDE THIS ISSUE

- **Your Strengths and Weaknesses—What Do Your Employees Think?**
- **Distance Brings Perspective**
- **Deflect Upward Delegation**
- **Improve Your Security**
- **Employee Reviews**
- **Earn Extra Revenue with a Damage Waiver**
- **Calendar of Events**

MANAGEMENT

Your Strengths and Weaknesses—What Do Your Employees Think?

Knowing what your employees think is important. I was working on my strengths and weaknesses in the front wheel of Strategic Business Leadership[®], and I decided to ask my employees what they believed my strengths and weaknesses were. In a staff meeting, I explained to them what I was doing and gave them a simple form to fill out asking for my strengths and weaknesses. They were asked to return their feedback, not to me, but to my facilitator. This gave employees the confidence that their responses would be anonymous. The good news—there weren't any surprises. All the feedback from the employees was consistent across the organization and in-line with what I believe to be my strengths and weaknesses.

Bob Coffin, Joyco Multimedia, Arvada, CO

MANAGEMENT

CALENDAR OF EVENTS

Distance Brings Perspective

I own two businesses. One is my passion, the other (call it my mundane business) is currently paying the bills. The future lies with my passion. My office had been in the mundane business, where I allowed myself to be constantly involved with the daily (aggravating) operational decisions, even though I had hired and trained an operations manager. I recently decided to move my office to my home. Now, I can focus on the big picture during my office time, and I spend only about an hour a day at the mundane business. That hour is very productive, because I show up prepared to deal with my view of the priorities for that day. I hold my employees accountable for measurable results, and only step in if they are falling behind.

Bob Hasson, Mr. Mulch Delaware, Middletown, DE

MANAGEMENT

Deflect Upward Delegation

One of the more difficult obstacles to managing your time is curbing people's tendency to drop things on your desk. Rather than doing the task themselves and spending the time to think the issue through, they pass it on to you. Resist the urge to always be the "go to" person. Discern what tasks you really should be taking on and do not accept the rest. Pushing back demonstrates that you have confidence in their ability to make a decision and teaches them to take the initiative. A good way to deflect upward delegation by your team is to make sure anyone who comes to you with a problem also has a couple of possible solutions, including one which they recommend!

Robert Vitullo, Vitullo & Associates, Warren, MI

SECURITY

Improve Your Security

Recently one of the businesses in our area was robbed, despite having the usual alarm systems and services in place. Apparently, the thieves first cut the phone lines so that the alarm systems would not be able to notify the security company. As a consequence, I have now installed a back-up cell phone notification that will prevent this type of crime. The solution was not very expensive, so I suggest that every business with an alarm service look into a cell phone back-up.

Ron Arvine, Arvine Pipe and Supply Co., Oklahoma City, OK

MOTIVATION

TAB Board Meetings & Events

Wednesday, May 9, 2007

[Bottom Line Board Meeting](#)

Wednesday, May 16, 2007

[President's Board Meeting](#)

Thursday, May 17, 2007

[CEO Board Meeting](#)

Thursday, May 24, 2007

[Strategic Board Meeting](#)

Wednesday, May 30, 2007

[Arthur's TAB Board Meeting](#)

Facilitated Peer Training

Thursday, May 10, 2007

[Facilitated Peer Training Group #4](#)

Tuesday, May 15, 2007

[Facilitated Peer Training Group #1](#)

Tuesday, June 5, 2007

[Facilitated Peer Training Group #3](#)

QUICK TIPS

Family Morale

Last year was a very busy year for us—from the start. Most employees were overworked and showing signs of fatigue. We decided to give July 3rd as a paid holiday, in addition to July 4th, creating a four-day weekend. We also issued a debit card to each employee for a value between \$100 and \$250 to encourage family outings. The result was much needed rest and a huge morale boost.

Quentin Baker

Employee Reviews

Schedule employee reviews at the beginning of the year—not at the end. This creates a focus on achieving goals and moving forward with opportunities for change and improvement.

Phil Del Giudice, Aztec Industries, Inc., Ronkonkoma, NY

REVENUE

Earn Extra Revenue with a Damage Waiver

If you rent out any type of equipment, consider offering the customer a damage waiver as a way to earn additional revenue.

Ed Dwyer, C & T Rentals & Sales LTD., Winnipeg, MB

The Alternative Board® brings business owners, CEOs and presidents of non-competing businesses together in boards, where members can present challenges and opportunities to the board for seasoned, practical advice from other owners who understand one another's perspective and contribute meaningful solutions. The boards consist of up to 10 members, meeting monthly under the guidance of a TAB-Certified Facilitator. Over 300 TAB Boards are operating each month across the United States, Canada and South America. Since its inception, thousands of businesses have benefited from membership in The Alternative Board®. For more information on The Alternative Board®, visit www.TABBoards.com

*Baker Engineering and Risk Construction
San Antonio, TX*

For Once, Don't Sell

For an entrepreneur, interviewing an employee candidate can be a difficult task. Our tendency is to “sell” the company to them, leaving little time to really investigate what the applicant brings to the table. Take a few minutes before the interview to prepare yourself to listen.

Randy Smith

Forum Systems Group

San Antonio, TX

Now Available:



Click on the book cover at left to order your copy of the #1 business book best seller* the **7 Secrets of Great Entrepreneurial**

Masters by Allen E. Fishman, Founder and CEO of The Alternative Board®.

**800 CEO Read, Aug. 1st, 2006.*



THE ALTERNATIVE BOARD®
Achieve Success with Peer Advice and Coaching

www.TABNJ.com

Achieve Success with Peer Advice and Coaching

The Alternative Board® • 1 Bank Street, Suite 205 • PO Box 182 • Rockaway • NJ • 07866-0182 • 973.625.3375

If you no longer wish to receive these emails please [click here](#).