

DEVELOPMENT HORIZONS

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HAPPY NEW YEAR



DEVELOPING CLIENTS TO THEIR POTENTIAL

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Recognize The Global Demand For Professionals

Recognizing the global demand for professionals puts you ahead of other businesses. By getting top talent on board before the competitors, your business propels forward. While other executives are still searching for professionals, you already have the best ones on board. In the next year, there are several staffing areas you should consider.

Return On Investment –

Project management professionals with IT skills are essential for your organization to succeed. Modern technologies move fast and you have to keep up with the pace. Properly planning projects and overseeing their implementation are crucial to keep your company profitable and progressive. Look for a project manager with leadership abilities, a positive attitude and excellent people skills.



Protection – Letting the cat out of the bag to your competitors is inevitable unless you employ security professionals. Spam, malware and other attacks threaten your business security every day.

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Exceptional Leaders... Declare The Future

Our Founding Fathers ‘declared’ our independence. Exceptional Leaders know that to create a desired future, they must declare it. This creates the space, energy and enthusiasm for them and for others to make it a reality.

Bill Gates's declaration was “*a computer on every desk running Microsoft software.*” This is now realized, and Microsoft is struggling to find the next declaration that will propel them into the future.

Google’s mission “*is to organize the world’s information and make it universally accessible and useful.*” This declaration certainly seems to be working for them.



Making declarations, even with a short-term perspective, can be powerful. Some examples are; “*we will increase sales by 20% this next year*” and “*we will launch this product by March 1st.*”

Thought Provoker

- What future have you declared for yourself?
- As a leader, do you inspire others by declaring the future?
- Have you made your declarations public?
- Have you made them in writing?
- Have you made speeches declaring to all stakeholders what you want to create for your organization?

Exceptional Leaders declare the future powerfully and frequently to all who will listen.◆

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One Minute Ideas

Business Thoughts

Companies must offer more than money or prestige to retain high performing employees; they must offer an engaging job.

Each generation has distinct attitudes, behaviors, expectations, habits and motivational buttons. Knowing other generations' quirks can be the difference between your success and failure.

Business coaching boosts profits by moving people to a higher level of performance only when the coach uses the best tools available.

Planning for the future means not only knowing who is in line to take on leadership but also who will be able to fill the roles of knowledgeable and skilled employees.

"There is one quality that one must possess to win, and that is definiteness of purpose, the knowledge of what one wants, and a burning desire to possess it."

~ Napoleon Hill



Tim Hartigan is the president of Wells Business Development. His practice has provided coaching and development services to companies across the region at all levels of the organization from owners, executives, and managers, to front line staff. His company is dedicated to helping people and companies achieve their potential.



Contact us for a short discussion on how we might work together to reach your goals!

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As these potential security breaches continue, businesses and their valued clients are compromised. Hiring security professionals is a top priority as more business is conducted online rather than personally or via telephone.

Support – As technology moves forward, you will hire more IT employees and other computer-based workers. These inevitable hires will need desktop support to adequately serve your business needs. A desktop support professional with proficiency in Microsoft is worth their weight in gold. Their assistance minimizes downtime for new employees as their questions are answered immediately.



Traffic – With more IT personnel comes additional traffic. Advanced technologies such as video add to the potential complications along the way. Professional network administrators keep traffic moving with minimal problems. Computer networking engineers also plan, design and implement the latest technologies your company needs to install.

Cloud – Hire a professional with their head in the clouds. Cloud computing and virtualization are the wave of the future. Be ahead of the crowd by hiring a certified expert in virtualization to handle the latest aspects of IT for your company. An area still forgotten by many, having a virtualization professional on board puts you ahead of the rest.

Harness the power of the global market by hiring professionals in these growing areas. As the competition continues to seek talent, you will already be working with it. ♦

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Tell Employees Everything

When Jack Stack (author of *The Great Game of Business*) was asked by a local hotel manager how to improve his hotel's margins, Jack asked him what occupancy rate he needed. His answer: 68%. Then Jack asked him how many of his employees knew that number. His answer: None



Jack said, *"Your employees need to know what all is required. Make them aware of the goal. It will give meaning to what they're doing and motivate them to do even better."* ♦

Source: Milton Moskowitz, co-author of *The 100 Best Companies to Work for In America*, excerpted from the newsletter Executive Edge.

A creative man is motivated by the desire to achieve, not by the desire to beat others. ~ Ayn Rand