

# DEVELOPMENT HORIZONS

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DEVELOPING CLIENTS TO THEIR POTENTIAL

## Employment Growth Projection In The United States

The employment growth in the United States commonly stems from the bond among the country's labor force, population, and requirements for supplies and services. In a general notion, the population limits the size of the labor force, which typically contains working individuals and those searching for employment. Consequently, the size and efficiency of the labor force restricts and controls the number of supplies and services the country can produce in a year.

Furthermore, the variations in the requirements for goods and services affect the type of industries that will develop or contract in the succeeding years.

Nevertheless, it is worth considering the vast developments in the technology field and the demand for that talent. The research shows this area will have the highest growth rate. Moreover, the changes in the composition and size of the country's population over the next year or two can greatly influence the state of the economy and job growth.

As the population of baby boomers grows, the older population will rise 29.7%, which marks the highest increase among all age groups present in the country.



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## Exceptional Leaders... Understand Cultures

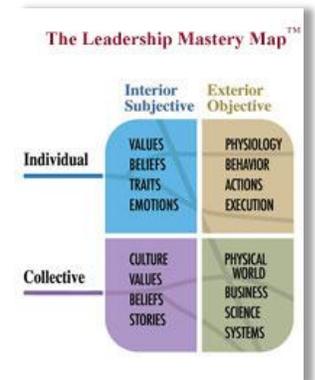
By seeing the big picture, Exceptional Leaders learn to understand the cultures of the groups with whom they are dealing. In our four-quadrant model, the collective interior subjective (*lower left quadrant*) should be taken into consideration in all decisions and evaluations.

Executives who just focus on the transactional commercial aspects of the business (*lower right quadrant*) can be blindsided by the important dynamics of culture. You see many examples of this when large change initiatives are not successful, such as a merger. If one only looks at the commercial aspects and ignores the cultural dynamics such as shared beliefs among employees or customers (*this is what our customers want*) and values (*this is what is really important to us*), significant resistance can emerge, resistance which could prove fatal to a successful outcome.

### Thought Provoker

- ✓ What are the core beliefs and values of the organizational culture in which you find yourself?
- ✓ Do you really know how groups will react in given situations, whether employees, customers, or consumers? If not, how do you know that you will make the right decision?
- ✓ Are your core values compatible with the group values you find yourself aligned with? What specific examples make you confident of this?

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# One Minute Ideas

## Making the Most of Meetings

Meetings can be very effective for maximizing time, or they can be tremendous time wasters! More than 15 million business meetings take place each day in the U.S. and many, as you may know, either go longer than necessary or are not needed at all.

If you are in charge of a meeting, here are some ways to make it more productive for all involved:

- Always have a written agenda with copies for all attendees
- Spend time in preparation to focus the meeting on the agenda
- Clearly identify the meeting's purpose and objectives
- Set a time limit and stick to it. Also, start promptly
- Follow-up – take notes during the meeting including any actions to be taken. A summary of the meeting and action items should be provided to all attendees.

When appropriate, consider meeting alternatives such as memos, written reports, etc.

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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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Exceptional Leaders know that having a firm understanding of the cultural dynamics of the groups they are dealing with is essential in making effective business decisions and evaluations. ♦

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On the other hand, the 45 to 54 age group is likely to drop by 4.4 percent in the next years, and this indicates the slow-rising birth rate the younger generations' experience. It is undeniable population plays the most pivotal role in ascertaining the composition, efficiency, and size of the labor force, and the inclination of employment's growth or decline primarily results from it.

By 2013, the United States' labor force is likely to reach 162.3 million, and it is expected to possess a strong growth and increase by 17.4 million, or roughly 12 percent, from the 2002 figure. In addition, the increase in the labor force during the 2002-2012 period marks an 11.3 percent or 14.4 million growth in comparison to the previous decade.



In the succeeding years, the fastest growing occupations include computer specialist occupational groups and network systems, and data communications analysts, amongst others. The demand for these jobs will rise since more organizations will have a need to improve their information technology capability and utilize the current technologies in the industry. On the other hand, the occupations that will experience the fastest decline include jobs in office and administrative support, as well as sewing machine operations. ♦

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## It's All About Attitude!

The longer I live, the more I realize the impact of ATTITUDE on life. ATTITUDE, to me, is more important than education, than money, than circumstance, than failures, than success, than what other people think, or say or do. It is more important than appearance, giftedness, or skill. It will make or break a company... a church... a home.

The remarkable thing is we have a choice everyday regarding the ATTITUDE we embrace for that day.

We cannot change our past... we cannot change the fact that people act in a certain way. We cannot change the inevitable.

The only thing we can do is play the one string we have, and that is our ATTITUDE... I am convinced that life is 10% what happens to me, and 90% how I react to it. *And so it is with you... we are in charge of our own ATTITUDE.* ♦

~ Source: Chuck Swindoll, author, *Attitude* Visit us on the web @ [www.ladge.com](http://www.ladge.com)

