



## Greetings!

Hope you all had a great Thanksgiving holiday with time for some relaxation and connection with family and friends. We're a bit tardy with our newsletter—a good sign that we've been very busy.

We are now entering the final month of the fourth quarter. . .it's a real busy time! Thinking of you all and wishing you a great end of the year. Please check out our article on debriefing 2005. It is so important for your business.

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### Preparing for 2006: You Have To Be Clear About Where You Have Been To Clarify Where You Are Going

Happy New Year! It won't be long before you hear those words while sipping champagne!

Before jumping into setting your goals for 2006, take time to review your accomplishments, your team's accomplishments, and/or your company's accomplishments for 2005.

- What did we do in 2005 that we are most proud of?
- What has been our biggest success?
  - As a team?
  - As a company?
- What would our customers say about us?
- How have we grown as a team and how have I grown personally?



Then, ask yourself - if we are going to be wildly successful in 2006:

- What do we need to start doing?
- What do we need to continue doing?
- What do we need to stop doing?

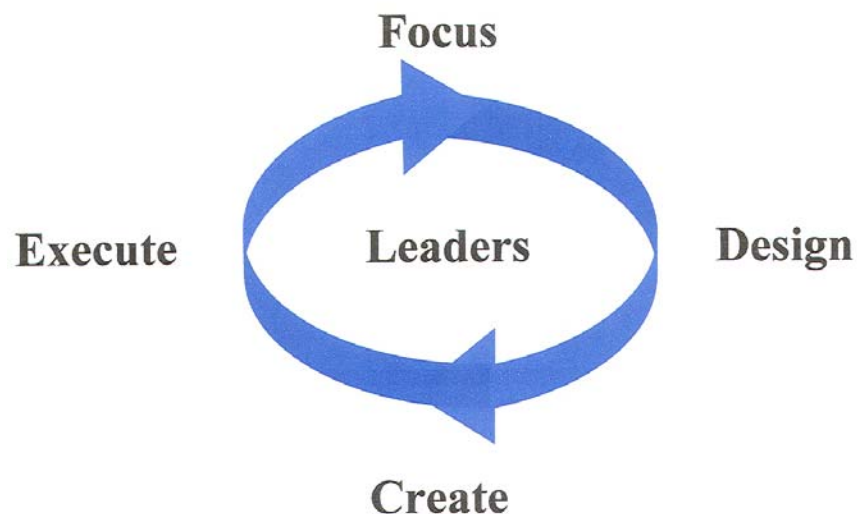
We'll continue this conversation in the December newsletter. If we can assist you personally or as a team to help sort out these issues and create a Road Map for 2006, please let us know. Contact Wendy Hanson at [whanson@corleyhanson.com](mailto:whanson@corleyhanson.com) or call our Providence office 401-490-6897.

### Corley Hanson Leadership Model

During the course of this year, we have had the pleasure of working with many leaders and teams in many companies. Recently we were working with a dynamic group of leaders in a high profile sales organization and they reported to us how their FOCUS is often totally on BUSINESS RESULTS and is lacking the time and attention on leadership and management of their teams.

No matter how much you hear about leadership, no matter how many books there are. . .we never stop talking about it because there needs to be a PERSONAL FOCUS to make it happen.

## Corley Hanson Leadership Model



Today we will focus on the Leader in this Model and talk more about FOCUS-DESIGN-CREATE-EXECUTE in future newsletters.

- The leader is at the center. A strong leader accepts their role and responsibility to lead and guide.
- The leader acts as a conductor who leverages talents and vision to achieve business results.

What strengths do you have in creating partnerships to execute on the task?

How do you engage others?

How would your colleagues describe your leadership?

Keep the FOCUS on leadership.

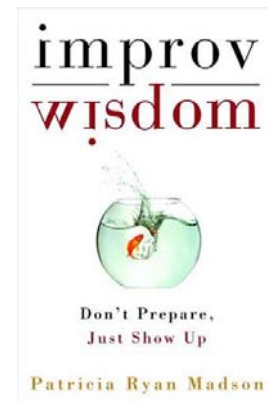
## Book Review: Improv Wisdom

by Patricia Ryan Madson

There is truly wisdom in this book that applies to life and business. If you just “show up” and read it you’ll find many practical applications.

The Table of Contents walk you through the thirteen most important elements:

- Say yes
- Don't prepare
- Just show up
- Start anywhere
- Be average
- Pay attention
- Face the facts
- Stay on course
- Wake up to the gifts
- Make mistakes please
- Act now
- Take care of each other
- Enjoy the ride



“On the the improv stage players work together seamlessly, in a manner that can appear mystical to outsiders, Observers often suspect that skillful improvisers are actually executing some formula or preplan: it seems impossible that human beings can cooperate so harmoniously without some prior agreement.”

Learning how to work together moment by moment without a known formula is the essence of improvisation. Check it out---it has many practical activities.

How important would this skill be for you, your team and your business?

## Movie Review: “It's A Wonderful Life”

As we all know, It's A Wonderful Life, is a yuletide perennial. And you may not have realized it is also quite a tribute to principal-based management.

Inc magazine did a review of movies that really talk about leadership in it's March 2000 issue. It's A Wonderful Life was noted in their Top 10 List. George Bailey (Jimmy Stewart at his good man with dark side), really epitomizes the socially conscience entrepreneur. He keeps his savings and loan company alive during the depression by reaching out to the tired, poor and huddled masses spurned by his competitor. No matter how big the business gets, and it never gets very big, you get a sense that he will always treat employees with consideration and respect and always address every customer by name. So humble is this company owner, that he rolls up his own sleeves when it is time to get those customers to move into their new homes.



Last Spring, Corley Hanson conducted a leadership teleclass. We discussed a number of these movies and a few members of the class came up with the true story of leadership in It's A

Wonderful Life. The quiet leader was George's wife, played by Donna Reed. She was a true leader as she was able to rally the troops.

With the holiday spirit in mind, don't forget the lesson from It's A Wonderful Life, "treat your customers and employees with generosity and consideration - it will always come back to you."

## Moving Forward With Innovative Training: New Approaches To Maximize Training Effectiveness

One of the coaches on the Corley Hanson Team on the west coast is Bryan McClain. We introduced Bryan's new business venture, ActiveComm, last month. Here is some additional information about making training stick that we thought you would find useful.

In 2004, the American business community spent over 50 billion dollars on training its employees as reported by T+D Magazine in June 2005. With 50 billion dollars being thrown around, it's important to take a moment to look at where those dollars went as well as where they might go in the future. The reason that so many businesses were willing to put all that money into their employees was that they expected a substantial return on their investment (ROI). That's what training is; it's investing in your employees. An investment that pays dividends in more productive and efficient employees that can produce more work with less effort.

So how do we in the training industry provide better investment opportunities?

This article will examine the training process, what the goals are in training, how training works, and the three major ways in which training is currently implemented by the industry. This is essential information to developing those excellent investment opportunities for businesses around the country and around the world. Let's take a walk through the training process.

Our walk begins by establishing the goals for training. ActiveComm uses a 3-stage model of mastery in the design and implementation of its training courses. This mastery model is deeply rooted in psychological learning theory.

Its three levels consist of:

1. Understanding: being able to understand a technique or skill
2. Partial mastery: being able to demonstrate the skill in practice
3. Full mastery: the ability to naturally use the skill without conscious effort in an everyday environment. With full mastery, acquired skills become automatic

To read the full article, please visit

[http://www.activecomm.net/marketing/moving\\_forward.pdf](http://www.activecomm.net/marketing/moving_forward.pdf)

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