



Greetings!

End of Q2. . .beginning of summer. What's on your plate? Summer hopefully signals a shift in the rhythm of your weeks to create more space for personal time and contemplation. Don't let the summer fly by without making some memories. Watch the Europeans. . .see how they savor the time. Even business owners know when to say "Vacation." And, for Corley Hanson Associates, we'll be saying it in Swedish!

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Know Who Is On Your Team

Knowing who is on your team is so fundamental for in business. It creates a sense of trust and commitment to each other. Knowing who is on your team means just that; knowing who each individual is as a person, what are their interests, motivations, commitments, strengths, and passions. Knowing what gets them up in the morning and what makes them tick.

One exercise that we heard bands do when they are coming together for the first time is to go around and ask each member to answer two questions:

- What are you great at?
- What do you suck at?



Teams work best when they know what is the best role a member can play and where they can go for help in different areas. Owning your strengths and your weaknesses is vital to team strength.

Knowing who is on your team means knowing your teammates as individuals; what makes them who they are and clarifies who they are not. The more teams know each person for who they are, where they have come from, what has made a difference in their life, and what journey they are on, the more trust can be built. In other words, it is not just about the task they will perform (though that is important). Knowing each other creates a kind of chemistry and understanding that gets things done quicker and produces better results.

One exercise that we do with teams is having them interview each other, providing a set of questions for members to spend time getting to know each other. We then bring the team together to have the members share what they have learned about each other so the team becomes more connected and have a better understanding of each other. If you would like a copy of these interview questions, please email Wendy at whanson@corleyhanson.com

So, take the time to get to know your team. It will be time well spent.

What Is Our Coaching And Training Philosophy?

We are committed to developing a core of leadership, community, and excellence in organizations in a way that directly impacts the bottom line. We are passionate about what we do, and we are committed to delivering superior value to our clients by helping them accomplish measurable results.

As trained coaches and leaders, we set high standards for the individuals and organizations we work with. We know that success begins when we facilitate/help individuals connect with their unique strengths, intuition, and values. Leadership may start from the top, but for sustainable success, it is necessary at every level of the organization.



We believe:

- Good, open communication is a key to success on teams
- Excellence in listening and understanding others is a skill that can be learned
- Awareness of self as manager/leader and the ability to shape behavior to fit the demands of changing situations is essential in a fast paced business environment
- Ability to inspire the team to work together effectively towards a common goal or task is an important role of a manager/leader
- Management and leadership skills are built from practice, commitment and feedback

Got Offsite? Call Corley Hanson

Designing and executing powerful off sites for your organization is a hard thing to do from an internal perspective. Step back and let us help you "work on your business instead of in your business."

Corley Hanson Associates can help you be creative, have fun, get business accomplished and make it a memorable time together. For more information - contact us at whanson@corleyhanson.com.

AND-if your offsite requires travel, facilities etc. Please checkout <http://www.hakins.com>.



Integrity

Somebody once said that
in looking for people to hire,
you look for three qualities:
integrity, intelligence, and energy.
And if they don't have the first,
the other two will kill you.
You think about it; it's true.
If you hire somebody without the first
you really want them to be dumb and lazy.

Warren Buffet
Courtesy of Janet B. Banks

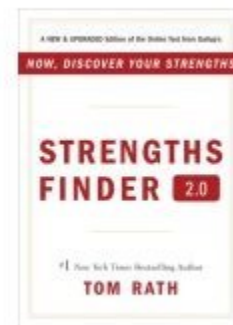
Book Review: Strength Finders 2.0

by Tom Rath

This new book by Tom Rath is a comprehensive and easy tool for individuals and teams to uncover their talents. It is an updated version of the book by Buckingham, Now, Discover Your Strengths.

Underlying all strengths are talents. We have found this book particularly easier to use and very accurate. In our work with business teams having this as a resource has been invaluable.

A team member of a company we worked with recently had this to say about the value this assessment had on the work of the team: "*Without exception, people said that the reports were accurate and they have already helped us learn how to communicate and relate better with our colleagues*".



[To order this book](#)

Movie Review: Once

The Irish writer-director reinvents the rock-musical that is a powerful portrait of two people who come together to make music. The music truly tells the story in ways that are subtle but capturing. What I found most inspirational were the scenes when musical performance erupt naturally, as a new band comes together in a moment of time. This is a story where the music and story lingers in both mind and heart. It is a story of what is possible in the realm of reality. Connection is a strong influence. . .



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