

The Stroco Perspective



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Guess that Plane!



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Succession Planning:

A Chronicle

I heard a great saying a few days ago, "they're arsonists!" To define the term as it was used, Arsonist: Noun- The willful, malicious, or voluntary (in some cases unintentional) act of creating a fire only to stand back and watch it burn.

As leaders, our day is consumed by dealing with arsonists and putting out said fires. This means that we spend most of our day planning and problem solving systems and actions that have failed to meet the requirements previously laid out. These thoughts can consume all of our time and energy if we let them.

But what about the good arsonists. What about the people who are creating fires to lead and motivate people, who are leading by example and constantly trying to improve their performance. These are the people that not only should be praised, but should be being evaluated as potential successors in your organization.

There are two key evaluation aspects to succession planning:

1. Understand intimately the strengths and weaknesses of yourself and your leadership team. What you do very well and where do you lack in ability.
2. Understand the strengths and weaknesses of the possible successor. Where are they excelling and where do they need coaching and mentoring.

Once you understand the strengths and weaknesses of all the parties involved, you can start pairing the synergies that the successor will bring to the potential new position and to the team as a whole. How will they compliment you or the team; can they embrace some of the weak areas that need be improved? How will the team compliment them; will your strengths bring them to a higher level of performance? This analysis should take a great deal of time and energy to evaluate properly.

The struggle comes as more and more fires are created and your time gets more and more depleted. The secret is to

continually evaluate the arsonists for potential. Dedicate time to the evaluation and selection of the candidates that bring the right tools to the job. Which ones are setting fires to create a healthy, beautiful forest, and which ones are making you figure out how to build a bigger fire hose. Keep succession planning as an ongoing activity and the forest will continue to get greener.

Cheers,

Keri Welhart
President/Owner

Kris Welhart
General Manager/Owner

Keeping Life In Perspective:

Personal Development: It's Always a Win When You're Trying.

"Success consists of going from failure to failure without loss of enthusiasm."
- Winston Churchill

Do you ever feel like you just can't get it right? You know you're trying but it's just not working out? I know I do. I find that sometimes when I take on a task, whether it's personally or professionally, I put in a tremendous amount of energy and effort and in the end it's just not what it should be or what I wanted it to be. This feeling can also be applied to personal development. I have never woken up in the morning, looked in the mirror and thought "Oh, yeah! I'm perfect! I don't need to improve a thing!" That's why I decided to work on myself and strive to be a better me. I want to be a better me for my family, a better me for my company and most importantly I want to be a better me for myself.

Unfortunately, it's not just a simple decision to be better and then you are. It takes a lot of discipline, effort and commitment. Believe me, I am not an expert on self-improvement! I do, however, fancy myself to be an expert on why a person would want to improve. I would get excited about a decision I made and lose momentum and enthusiasm a week later. I showed zero commitment and I didn't have any discipline. What I did have, though, was guilt and self-punishment...down to a science. I would decide to do something and make a commitment; take dieting for example. I'm going to eat a salad a day, drink a ton of water and I'm not eating out anymore! Two days later I would find myself at the drive through window and you better supersize it. What would

happen next was "I can't believe I did that! I'm horrible...I'm a failure...I might as well quit!"

What I've found on my journey to being a better me is that I can't do it all overnight. I can't break a ten year habit in a week. I'm not superman. In turn, what this realization brought me to was rewarding myself instead of punishing myself. Knowing that I want to be better is an accomplishment! Celebrate it! I've decided to act and be better! Celebrate it! It's so important to acknowledge what you are accomplishing and feel great about it; don't just think about what you didn't do and punish yourself for it.

We've got to keep it in perspective. We will always be our own worst enemies and we will always be our own worst critics. What I'm suggesting is flipping the script. Be your best friend and be your biggest fan. As long as you're trying, you're winning! You're going to fall down and you are going to make mistakes. Instead of thinking of it as a failure, think of it as a lesson in what not to do next time you try. And always try; again and again. Personal develop and self-improvement cannot be mastered; that would suggest you're done at some point. It's a continuous journey...so enjoy it! Celebrate yourself and what you are and what you want to be!

Here are some thoughts I've found helpful in my journey to be a better me:

1. Setting Realistic and Attainable Goals: Okay, I want to lose forty pounds, but it's not going to happen in 30 days. Be realistic! Set goals that are right for you. Don't set goals that will set you up to fail. See what is possible and reach for it!
2. Daily Affirmations: Remind yourself EVERYDAY that you are doing a great job! You're trying so hard! Your friends and family may tell you these things but it's going to feel like an accomplishment and a reward hearing yourself say it. Don't rely on someone else to build you up; be your own cheerleader! Cheer for yourself everyday! You're worth it!
3. Keep it in Perspective: Stay positive. Don't psych yourself out. You can do this! I used to (and sometimes still do) beat myself up every time I fall off the wagon. It's okay to fall down. It's how you pick yourself back up that is the real test. As long as you're trying, you're winning!
4. Be Proactive, Not Reactive: Make it happen! Don't wait! Do it now! The "I'll start my diet on Monday" mentality won't go away unless you make it go away. Don't wait for Mondays; make Monday come to you.
5. Don't Forget to Dance: ...or whatever you love to do. Being a

better you doesn't mean stop being you. Being a better you includes doing what you love! For me, I love to go to new restaurants. I'm not going to take that away from myself. If my goal is to diet or lose weight, those goals will be shaped around my lifestyle and not the other way around. Anything in excess can be dangerous and that includes trying to do too much too soon.

I hope you find some encouragement from these simple thoughts and are as inspired as I was when I heard them. I wish you the best of luck on your journey to being a better you and I hope you gain as much happiness and fulfillment as possible!

If you would like to read more on personal development and being a better you, here are some of my favorite websites:

<http://www.personal-development.com/>

<http://www.whatithinkabout.com/>

<http://www.urbanmonk.net/>

The May Plane:

The F22 Raptor



Fun Facts

1. The F22 entered the United States Air Force in December of 2005.
2. The F22 is utilized for missions including intelligence gathering, surveillance, reconnaissance and electronic attack.
3. It is a single seat fighter plane that holds a twin engine.

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