

This Free E-Book is brought to you by Natural-Aging.com.

100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!

Recognition By The Happy Wanderer

By Chris Herrmann

Quin Jerome is Sales Director with a clothing company. He is a talented talker and entertains major clients on a regular basis. One summer he was deputizing while the CEO was on vacation and found an entry in his planner that just said "11.00 – 12.00 Wander". The CEO's PA clarified that it meant walking the production floor to talk with the machinists. "But I don't know what to say to them!" said the gifted raconteur.

Curiosity is the real key to uncovering performance that deserves recognition. Managing by wandering about (MBWA) is a technique first recognized in the 1980's by quality guru Tom Peters. He found that some successful organizations got that way by encouraging managers to get away from behind their desks on a regular basis. With the emphasis on wandering, which is a slow process of following your nose, you will find yourself being drawn towards areas of the business you might not otherwise visit.

You may find yourself speaking to people who are hidden away from the light of day and by asking the who, what, where, when, why and how you'll discover things about your own business that would never have been revealed to you otherwise. It's not that your managers are hiding anything; they just want to let you know what they think is important and they edit out what they consider to be trivia.

Unfortunately one man's trivia is another man's hero's journey and these examples represent the acorns that you will want to nourish. How can well focused behavior be copied by others in the company if it is not captured, highlighted and praised?

MBWA is in itself a form of recognition. If the senior woman or man can spend some of their valuable time talking to employees and asking their opinions, the employees must have value. This feeling can be reinforced by asking your people for their opinion about management decisions, company policy and rumors. Keep an open mind about their answers, understand their perspective and calm their uncertainties.

Simple questions can open up enormous opportunities. "What one thing could I do to help you with your job?" will always get a cheeky answer about swapping salaries but is usually followed up with the really simple stuff like: "We need better lighting", or, "We need an electric fan in the summer", or, "Can

I replace the missing wheel on my chair?"; none of which will break the bank but all of which will improve their work experience.

Asking "What and who makes a difference to the performance of your department?" will start to reveal some of the activities that should be emulated throughout the business. People will be named who are seen as role-models in their approach to their work and to their colleagues. Remember that work is not all about hard graft. A good proportion of work is a social experience which should be as good humored and pleasant as possible to bring out the best qualities of your employees.

Published by

<http://BoomerangAwards.com>

. Empowering business using technology and an ancient

primeval technique to create a new employee recognition and reward program. Obtain your FREE report "20 Tips To Running Successful Recognition And Reward Systems" at

<http://www.BoomerangAwards.com>

WHERE DO YOU WANT TO GO?

By David Stoddard

WHERE DO YOU WANT TO GO? by David Stoddard

Cheshire-Puss,"... said Alice, "would you tell me, please, which way I ought to go from here?" "That depends a good deal on where you want to get to," said the Cat. "I don't much care where----" Said Alice. "Then it doesn't matter which way you go," said the Cat. "----so long as I get somewhere," Alice added as an explanation. "Oh, you're sure to do that," said the Cat, "if you only walk long enough."

-- Lewis Carroll, "Alice's Adventures in Wonderland"--

There are so many people like Alice. They wander around knowing they want something different, but they just move from one thing to the next without much thought. These Wanderers may come across their own Cheshire cats who are more than willing to share "their own" advice.

Recognition By The Happy Wanderer

Person "A" says, "Well, if I were you, I would...."

The wanderer, trusting this person, takes person A's advice with little thought on their own. Eventually finds this does not fit what the wanderer prefers. So on to person B. Then books C through E. Magazine article F. Persons G, H, I and J. And on and on and.... Well, you get the picture.

Related to the wanderers are those who will just sit and wait and wait until either the mood strikes them or until someone "tells" them what to do. "Couch potatoes" are not really lazy. They will work their tails off on things they like or what people have asked of them. They just want everything ready to go before they "have" to do anything.

Then there are those who had an idea of what they wanted. They got started in a direction and began to make decent progress. Then they started "searching" for that one thing that would make all the difference in their lives. Maybe it's a different job, or an

additional project or a new accessory they must have.

They thought "this" will make them happier or at least be the push they need to get moving into what they truly want. Sometimes it worked, but mostly it only became more of a distraction and only led to more and more searching.

We have all been in each of these areas at one point of our lives or another.

We've been wanderers, asking others what we should do, what would be good for us, looking for hints into what choices we need to make to bring us the happiest of all possible lives.

We've been couch potatoes sitting back "thinking" about things waiting for just the right moment "I'll begin doing what I want once the kids are grown up or once the car is paid off, or when the planets are aligned. Boy, will I start living then."

Recognition By The Happy Wanderer

And we've been searchers. At points in our lives, we've had ideas as to what we needed to do. But we saw different things we along the way. "I need that new computer," or "I need to buy that book so I could do a better job," or we find more projects to get into. "One of these has to be what makes the difference."

Of these different ways of living that seem to lead us no where except around in circles, they have one other thing in common: A lack of a "chosen direction."

Without a destination, we wander. We may get to see a lot of things, but nothing that will keep us going. Without a destination, we wait. We think it is for the best, but we pass up so much more this way. And without a destination, we search. We look around for signs pointing us somewhere better, but they're are more like detours keeping us further from anything we would have been.

So, the time has come once again to plan what we will do next year. It's time for each of us to pick a destination and get started on a dream journey.

After all, if you don't know where you're going, you'll probably end up... somewhere else.

And no one should end up there by accident.

David Stoddard is a writer and emerging motivational speaker. His free weekly newsletter "Que Sera Sera" is available on his website. Visit him online: <http://www.djstoddard.net>



This Free E-Book has been brought to you by Natural-Aging.com.

[100% Effective Natural Hormone Treatment](#)
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!