



The Power of People

Dear Friend,

What is a company's competitive edge today? It's people. We *know* this and yet we're not always sure how to *lead* on this edge. How would you describe your leadership style? How would others describe it? Are you seeking your "edge?"

Have you heard the latest buzz word "talent management"? What does it really mean? Everyone has an opinion about it. In reality, talent management has been around as long as there have been managers and employees. It occurs when leaders care about what people want and help them get it. They lead in a way that motivates and engages people to maximize their contributions resulting in success for the individual and for the company.

People Possibilities assists leaders to identify where the gaps are in their effectiveness as a leader and assists them in filling those gaps. These gaps can be in their leadership style or in the fabric of the company's culture. Our goal is to assist leaders to clarify what changes need to be made and to develop and execute an action plan for success.

Is it time for you to live on your leadership edge?

- Kathi

To lead people, walk behind them. - Lao Tzu, Father of Taoism

"Career 2.0: What's Next"

A Workshop Designed for the Young Professional

Why do we work? To pay the bills? To put money aside for retirement? How much is enough? And is it really "all about the money?" We spend at least forty hours a week at work. And, yes, we earn money, but is that enough to engage us day in and day out? Maybe it is at first because we paid "all that money" for an education and we're ready to cash in, right? Then reality sets in. Jeez, I have to show up every day to keep this gravy train going. At this point we realize we want to "like" what we're doing AND get paid for it!

Maybe you will see yourself in my story. I grew up the only girl in a family of five children. I was the only child to move away from Champion, Ohio (census 2000 pop. 4,727). At age 19, I packed up my clothes and a few pieces of furniture and moved to Houston, Texas (census 2000 pop. 4,177,646). My family and friends were amazed I left home to go to a place where I didn't know anyone. Me, I thought I had died and gone to heaven.

Read On ...

Learn More About the Workshop and Register

Upcoming Events

JAN 7, 2009
"2009 HR Trends for Non-Profits"
Guest Speaker
Houston Non-Profit HR Leaders Forum

JAN 13, 2009
"The Power of You in Action"
Instructor, The University of Houston
[EmPOWER Leadership Certificate Program](#)

JAN 16, 2009
"2009 HR Trends for Small Business Leaders"
Guest Speaker
[Houston Business Connections](#)

MAR 10, 2009
"The Power of You"
Instructor, The University of Houston
[EmPOWER Leadership Certificate Program](#)

APR 7, 2009
"The Power of People"
Instructor, The University of Houston



Recommended Reading

"The Way of Transition" by William Bridges, Ph.D.
Book Review by Kathi Crawford, SPHR

William Bridges, Ph.D., is a pioneer and leader in the field of transition management. He is widely recognized for his breakthrough thinking on how to help people deal productively with change. In "The Way of Transition" he uses the personal experience of his wife dying of cancer as a way to examine the events that bring about transition and how to deal with them.

One of my favorite chapters is "The Archetype of the Journey". In it Bridges uses the story of Dorothy in "The Wizard of Oz" as a memorable myth of the transitional journey. "... Dorothy's world is plunged into transition when it has exhausted its natural resources for development. She regains such resources only by turning aside from the path that she has been following. She plunges, unintentionally and against her will, into the fertile wilderness of the neutral zone where she discovers (as usual, apparently by accident) what she needs to know to take the next step in her development."

We often take the straight path because it's "easy". The way of transition moves us in another direction. What passes for hope when you start your transition is likely the fantasy that you can somehow return to your old life (for Dorothy it's her old life in Kansas). You believe you'll be able to call the shots yourself, you won't need Toto, the Wizard will give you a map marked "You are Here" and that the hot air balloons are running on a daily schedule. Reality check!

Transformation is the true destination of transition. The borders of Oz are everywhere and the yellow brick road is an excuse to get you walking and an encouragement for those times when it's getting dark and cold and no emerald towers are in sight. The Wizard is what is called a "helpful fiction" ... no one else can really tell you the path you must follow.

Bridges discusses the distinction between decisions and choices. Decisions are made on the basis of evidence and logic. Choices are always an act of will. Decisions have many possible forms. Choices have only two - yes or no. Choices put the chooser in the center of the picture. They are self motivating and lead naturally to commitment. To choose is to live more at risk. What will you choose?

Other books by Bridges: Transitions, JobShift, Creating You & Co.

About Kathi

Kathi brings over twenty-five years of progressive experience in leadership and human resource development. She has coached, motivated and supported executives and professionals to build leadership capability, identify career development opportunities and transform careers. The coaching she conducts is business focused as she helps leaders develop critical skills and improve performance and behaviors needed to enhance their success.

Kathi is an experienced training and development professional and has delivered a variety of programs to hundreds of managers and employees in multiple organizations. The programs she has delivered include leadership development, career development, behavioral interviewing and customer service. She has been a keynote speaker and guest instructor covering a variety of Talent Management topics.

Kathi is an avid cyclist who has participated in raising money for the Multiple Sclerosis Society since 1990 by riding in the BP MS150, Sam's Club Frisco to Fort Worth MS150 and Valero Bike to the Beach MS150 bike rides. She raises money for the Pink Ribbons Project, the Lance Armstrong Foundation and the American Cancer Society through bike rides held each year. She has served as a Ride Marshall, ensuring the safety of riders on the course, as well as nurturing new riders to prepare and train for these events.

What Are You Curious About?

Is there a "people" topic you would like to read about in an upcoming newsletter or on our blog? If so, let me know. Email me at kcrawford@peoplepossibilities.com.

Contact Information

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[EmPOWER Leadership Certificate Program](#)

APR 21, 2009
"The Power of You in Action"
Instructor, The University of Houston
[EmPOWER Leadership Certificate Program](#)

MAY 20, 2009
"How to Keep Your Leaders on the Fast Track"
Guest Speaker with Lee Hecht Harrison
Gulf Coast Symposium on HR Issues
[Gulf Coast Symposium on HR Issues](#)

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Save \$300

[Register NOW](#) for "Career 2.0: What's Next" Workshop

Offer Expires: January 9, 2009